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Profile of the Montana Worker

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September 1999
Office of Research & Analysis
Job Service Division
Montana Department of Labor & Industry

Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Pat Haffey, Commissioner

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From the Governor

OFFICE OF THE GOVERNOR
STATE OF MONTANA

MARC RACICOT
GOVERNOR

STATE CAPITOL
HELENA, MONTANA 59620-0801

Friends:

It is time to celebrate another Labor Day and reflect on our state's changing economy and workforce in this Sixth Annual Profile of the Montana Worker.

Montana's historical dependence on an agrarian economy is gradually diversifying in directions only imagined a generation ago. The year I was born in northwest Montana, an airplane broke the sound barrier for the first time. Since then, we have walked on the moon, driven robots on Mars and are now promoting Montana to become home to a massive space station. Cooperation among local economic development groups, unions, business leaders, government and workers will result in an economy that offers families the means to achieve their personal goals.

Are we ready to take advantage of the economic opportunities coming our way? If we want to attract better-paying jobs, we must prepare our workforce for the economy we envision. Montanans have a legacy of hard work and courage. I encourage all of you to envision a brighter economic future and look for ways to join other Montanans in making it happen. I hope this latest Profile helps in this process.

This Labor Day, we honor Montana's 475,000 civilian workers, their employers who provide them meaningful work and their families who give purpose to everything they do. I want to thank Department of Labor and Industry employees and Commissioner Pat Haffey for their loyalty and continued dedication to serving Montana's workers and employers.

Sincerely,

MARC RACICOT
Governor
Telephone: 406-444-3111 Fax: 406-444-5529

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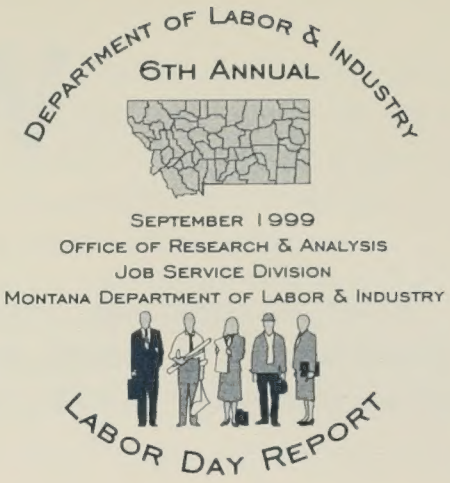


Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana continues to experience positive growth in population, employment and income. More people are living in Montana, more are working, and those working are earning more money. This growth, however, is not spread evenly across the state. Also, Montana's economy is not increasing as fast as the rest of the nation, as measured by average annual wages per job.

1997 to 1998

The U.S. Bureau of the Census estimated Montana's 1998 population at about 880,500, up approximately 2,000 from 1997 (0.2 percent). Total population only increased because the number of people born in 1998 exceeded the number of deaths. The U.S. Census Bureau also estimated that the working age population (16+) went up about 5,000. Employment as measured by nonagricultural payroll jobs increased roughly 2 percent, or about 8,000 jobs. At the same time, the unemployment rate remained basically stable at 5.6 percent of the workforce, up a small bit from 5.4 percent in 1997.

According to preliminary information, Montana's total personal income increased by 3.2 percent in 1998, twice the inflation rate of 1.6 percent. Average income per person, per capita (personal) income, increased by 3.0 percent, also about twice the inflation rate. The growth in both employment and per capita income above inflation, coupled with a relatively stable unemployment rate, indicate that the economic welfare of Montanans generally increased in 1998.

1990 to 1998

Taking a somewhat longer view, the population for Montana increased by about 81,000 between 1990 and 1998, or 10 percent. The experience of the 1990s is in sharp contrast to the 1980s, when total Montana population increased by only 12,000. On the economic side, total jobs (including self-employed) increased by almost 100,000, from 1990 to 1997. Nonagricultural payroll jobs have increased by about 75,000 since 1990.

Uneven Growth Across the State

In the 1990s growth, including population growth, has been uneven within Montana. Between 1990 and 1998, 22 of Montana's 56 counties lost population, while 34 others experienced growth. Most of the counties losing population are in the eastern third and north central part of the state. Seventeen counties (all in the western third and south central portion of the state) experienced more than 10 percent population growth. Seven counties grew at a rate of between 5 and 10 percent, nearly all in the same area as the 17 higher growth counties. This uneven growth among areas of the state may partly explain why so much attention has been given to Montana's low national ranking in per capita personal income (47th out of 50 states) and average annual wages per payroll job (50th, or about $22,500).

Average Annual Wages Per Job

Arithmetically, average annual wages per job is the product of wages per hour, times hours worked per week, times the number of weeks worked per year. Thus it is convenient to analyze Montana's low annual wage per job ranking using these three factors.

First, Montana's recent average hourly wage for private nonagricultural, nonsupervisory jobs (62 percent of payroll jobs in Montana) has been about 90 percent of the national average. While contributing to the overall low-wage picture, this in itself would **not** cause Montana to rank at the bottom of an annual wage list.

Second, part-time jobs (fewer than 35 hours worked per week) obviously pay less per year than full-time jobs—and a higher percentage of workers work part time in Montana (23 percent in 1997) than do nationally (18 percent). This is a very important reason for Montana's low annual wage ranking. However, the overwhelming majority (about 78 percent in 1997) of part-time workers in Montana voluntarily work part time. Reasons include going to school or training, family or personal obligations, being semi-retired, etc. The other roughly 20 percent of part-time workers (about 13,000 in 1997) prefer full-time work. They are underemployed and represent an economic problem in Montana and elsewhere.

Finally, the third component of the equation is the number of weeks worked per year. Working fewer than 52 weeks per year is associated with industries whose workload varies month to month, or generally with the 3-month seasons of the year. Nearly all Montana industries have some degree of seasonality. Half have significant monthly employment level variations.

Some of these highly seasonal industries are well-known, such as agriculture, construction, lumber and other wood processing, retail trade (including its tourism segment) and the federal government (U.S. Forest Service, Park Service, etc.). Other segments of the Montana economy like education, which is based on a 9-month school year, are less well-known. Obviously, if one works fewer than 52 weeks per year, one's annual wages are lower than they would be otherwise.

Additionally, many Montanans are reluctant to move out of state to earn higher wages. A recent survey found that only about 9 percent of Montanans would readily move to accept a job offer elsewhere, presumably because of "quality of life" and other factors existing in Montana. Another study indicates that people with some college education, college graduates, and those with post-graduate degrees have the most to gain from moving. On the other hand, people who have not completed high school would not gain by moving to other states.

Summary

In summary, this report shows growth in Montana's economy and population over the last 8 years, but with some parts of the state not sharing in this growth. The state's low ranking for annual average wages has declined some, going from 47th out of 50 states in 1990 to 50th for 1998. Incidentally, these rankings do not incorporate cost of living differences among states. The report also shows that for the immediate past period (1997 to 1998) employment increased, the unemployment rate was basically unchanged, and per capita personal income increased by about twice the inflation rate. Combined, these factors indicate that the economic welfare of Montanans generally increased in 1998.

Profile of the Montana Worker

Who We Are . . .

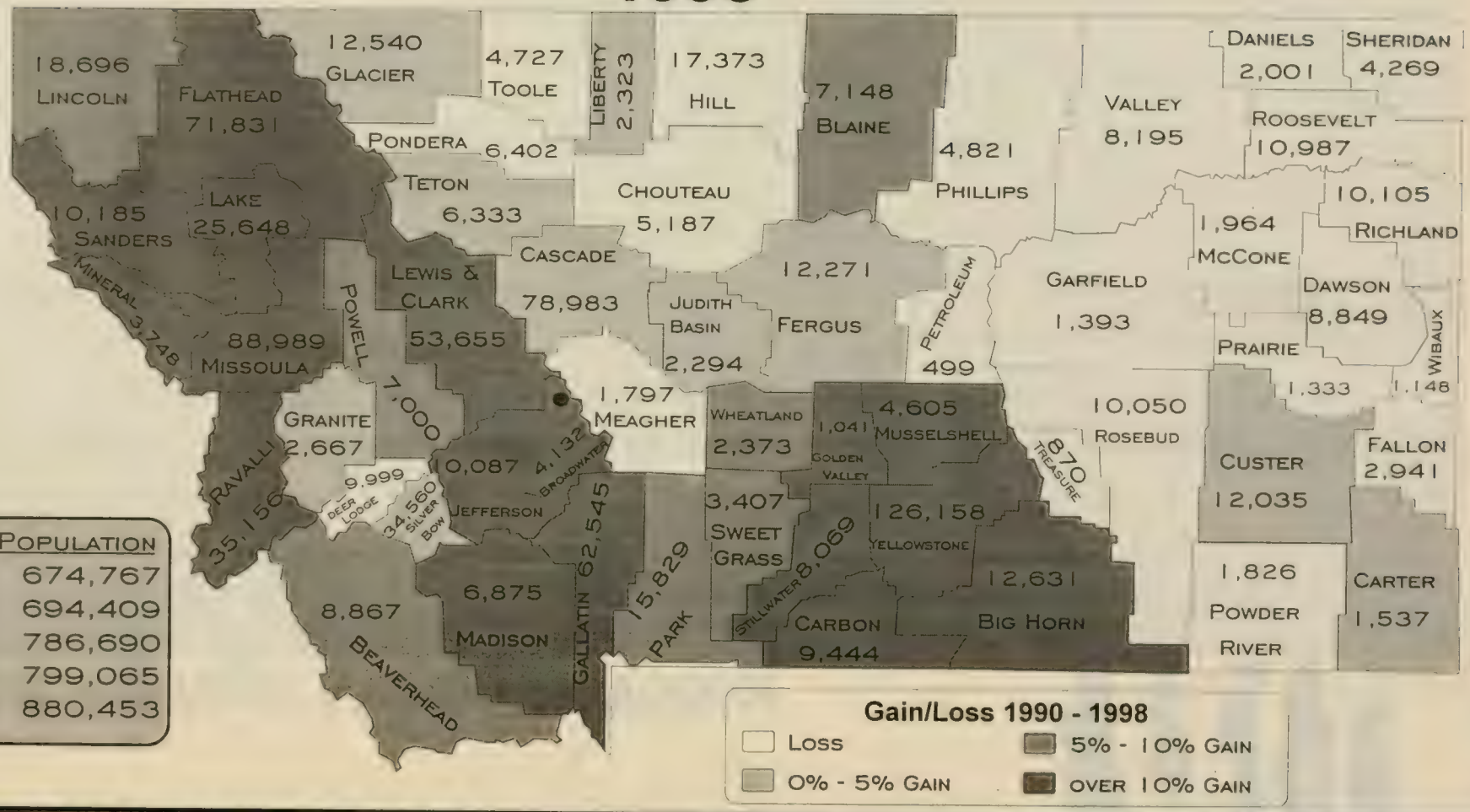
Profile of a Montana Worker

The Average Montana Worker . . .

- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services sector [for example, as a teacher, accounting clerk or registered nurse]; the government sector [for example, as a postal worker, a forest worker, fire or police worker or guard, or a secretarial worker]; or the wholesale/retail trade sector [for example, as a retail salesperson, sales supervisor (owner) or waiter/waitress]
- earns about $22,500 per year
- is married with a working spouse and one child residing at home
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1997 Current Population Survey, Occupational Employment Statistics, Covered Employment & Wages Report, and U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Population Estimates 1998



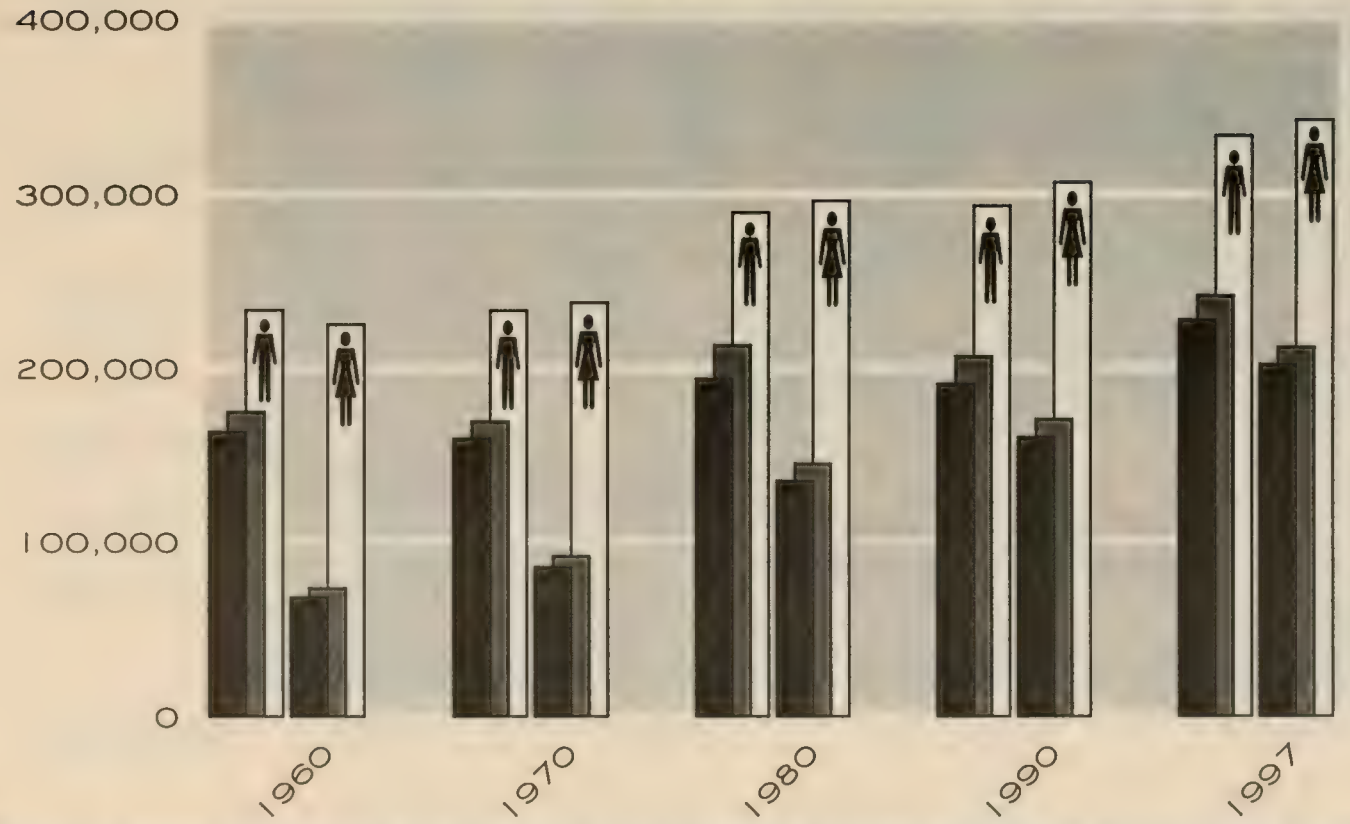
1990 - 1998 State Population Gain: +10.2%

● **Geographic Center of the State's Population 1990***

***Meaning the point at which Montana's population would balance, giving each person's location equal weight.**

Data from U.S. Bureau of the Census and
Bureau of Business & Economic Research, University of Montana
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Men and Women in the Labor Force



Civilian Labor Force

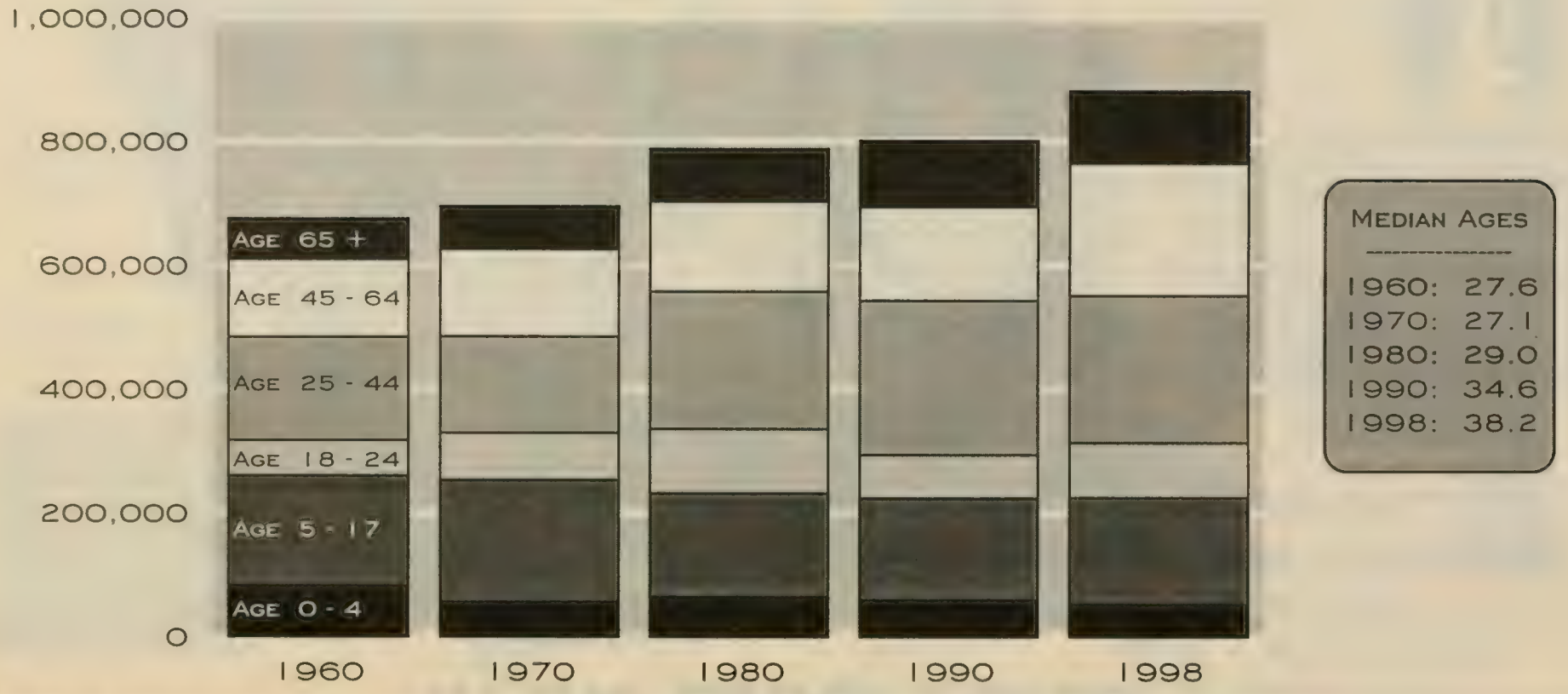
Year	Men	Women
1960	174,718	73,355
1970	169,071	91,578
1980	213,143	144,703
1990	206,528	170,412
1997	242,000	212,000

In 1960, women comprised 29.6% of the civilian labor force; by 1997 they comprised 46.7%.

- 1960 = persons 14 & older
- Other years = persons 16 & older

Data from 1960, 1970, 1980 & 1990 Census and 1997 Current Population Survey
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Age Distribution of the Population
Montana

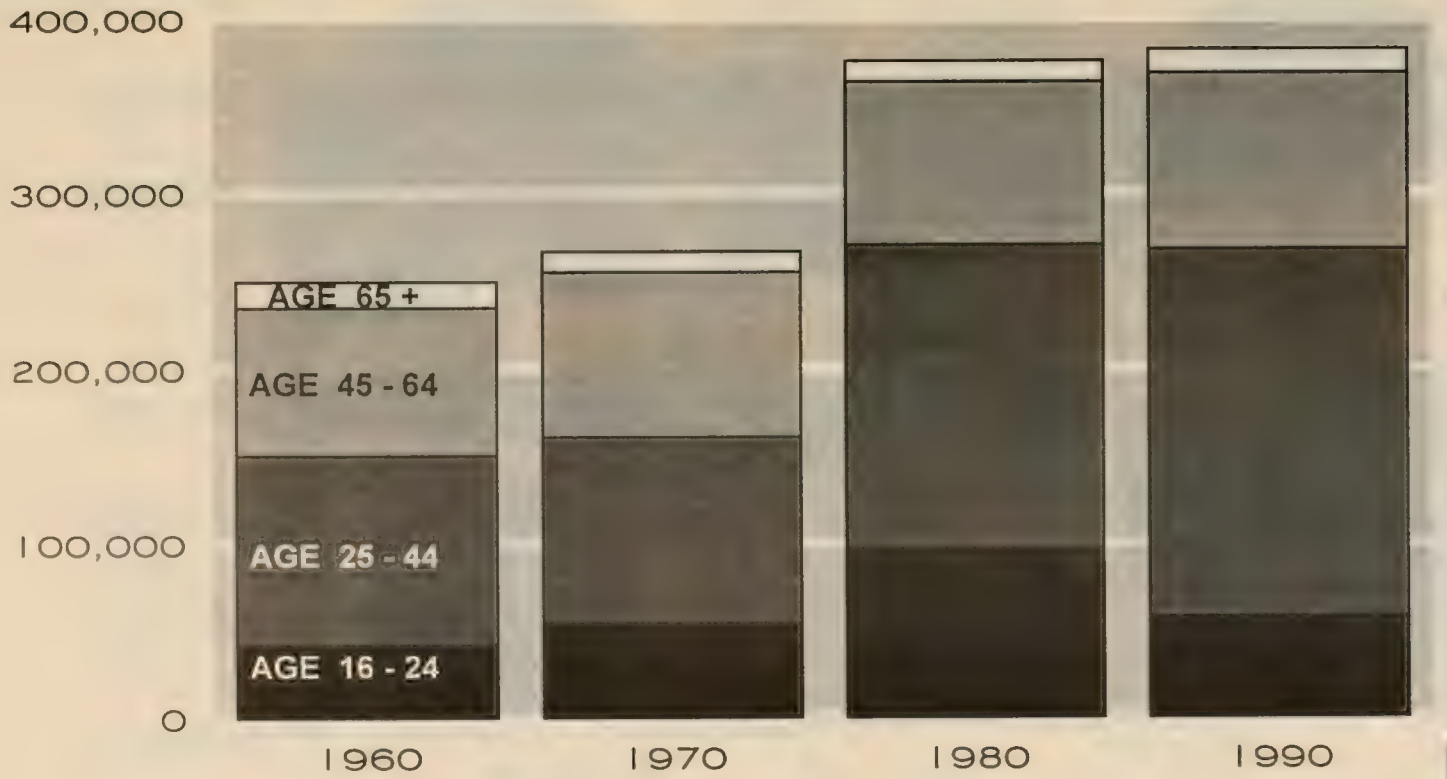


The age group 45 - 64 is becoming much larger as the baby boom generation gets older.

Data from U.S. Department of Commerce, Bureau of the Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Age Distribution of the Labor Force

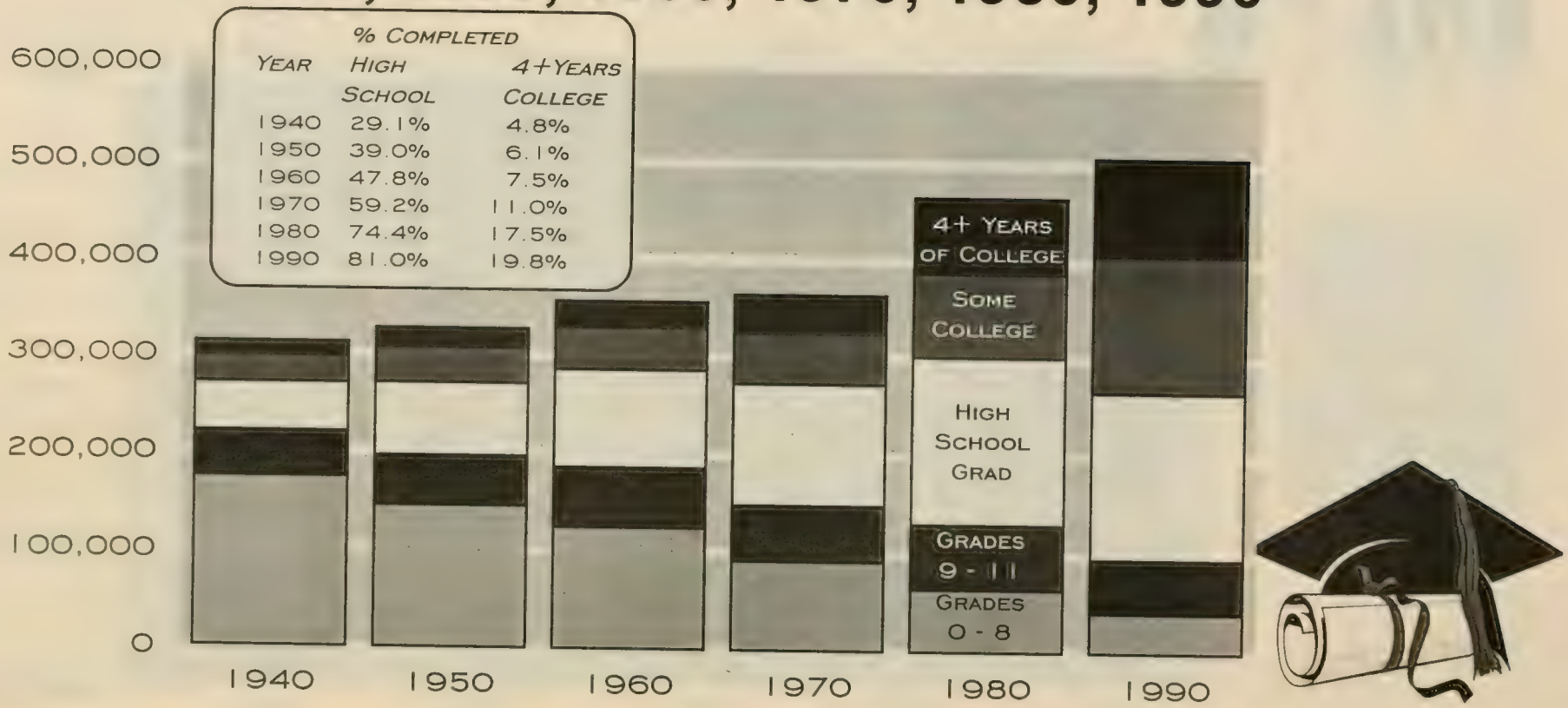
Montana



The "baby boomer" population bulge is moving closer to retirement age.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Years of School Completed Montanans 25 and Older 1940, 1950, 1960, 1970, 1980, 1990

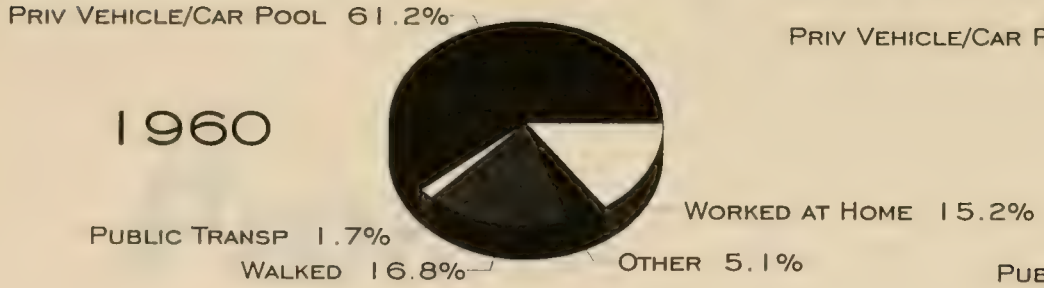


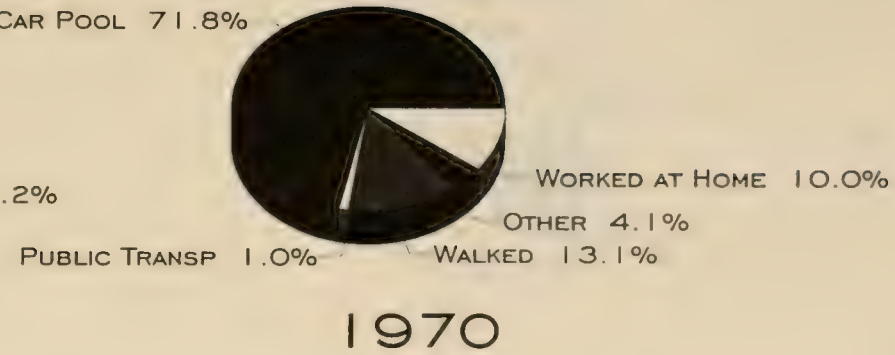
Year	% Completed High School	4+ Years College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%

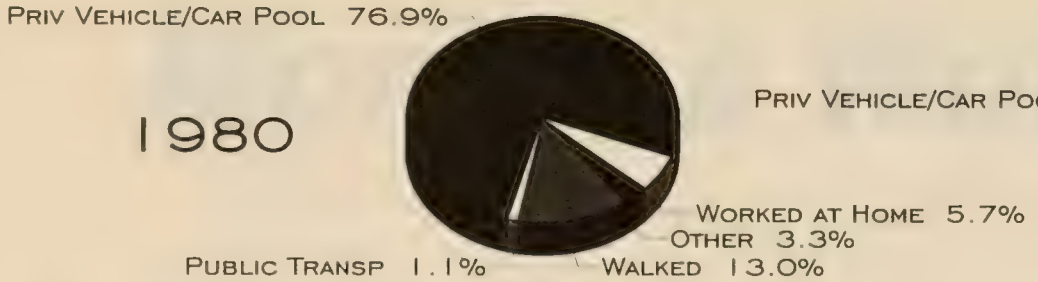
The educational attainment level of Montanans is rising.

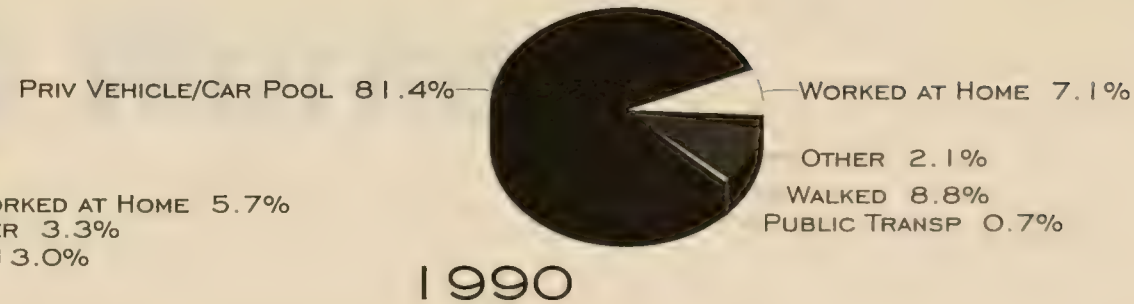
Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Transportation to Work
Montana



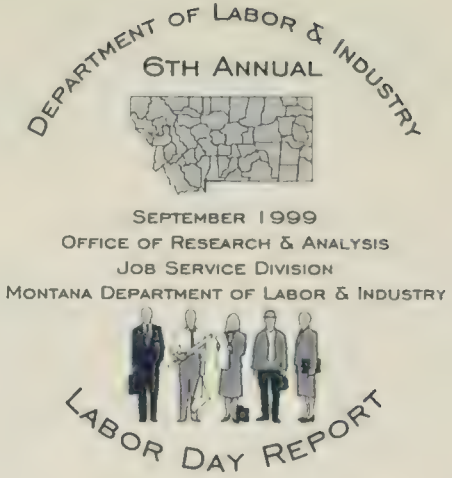






The percentage of Montanans walking to work is decreasing.

Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

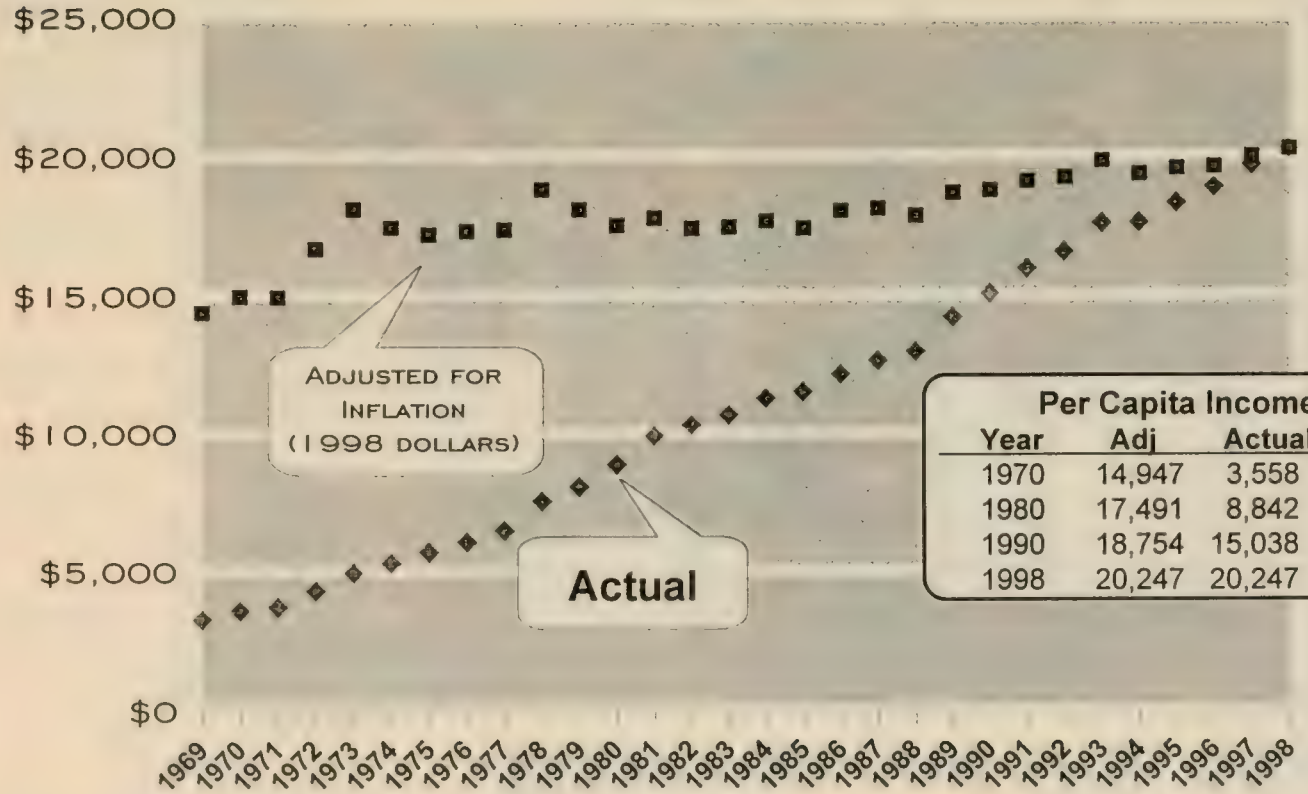


Profile of the Montana Worker

What We Earn . . .

Per Capita Personal Income

Montana 1969 - 1998



Per Capita Income		
Year	Adj	Actual
1970	14,947	3,558
1980	17,491	8,842
1990	18,754	15,038
1998	20,247	20,247

Includes:

- wage & salary income
- employer contribution for fringe benefits
- self-employment income
- rental income
- personal dividends & interest
- transfer payments

Excludes:

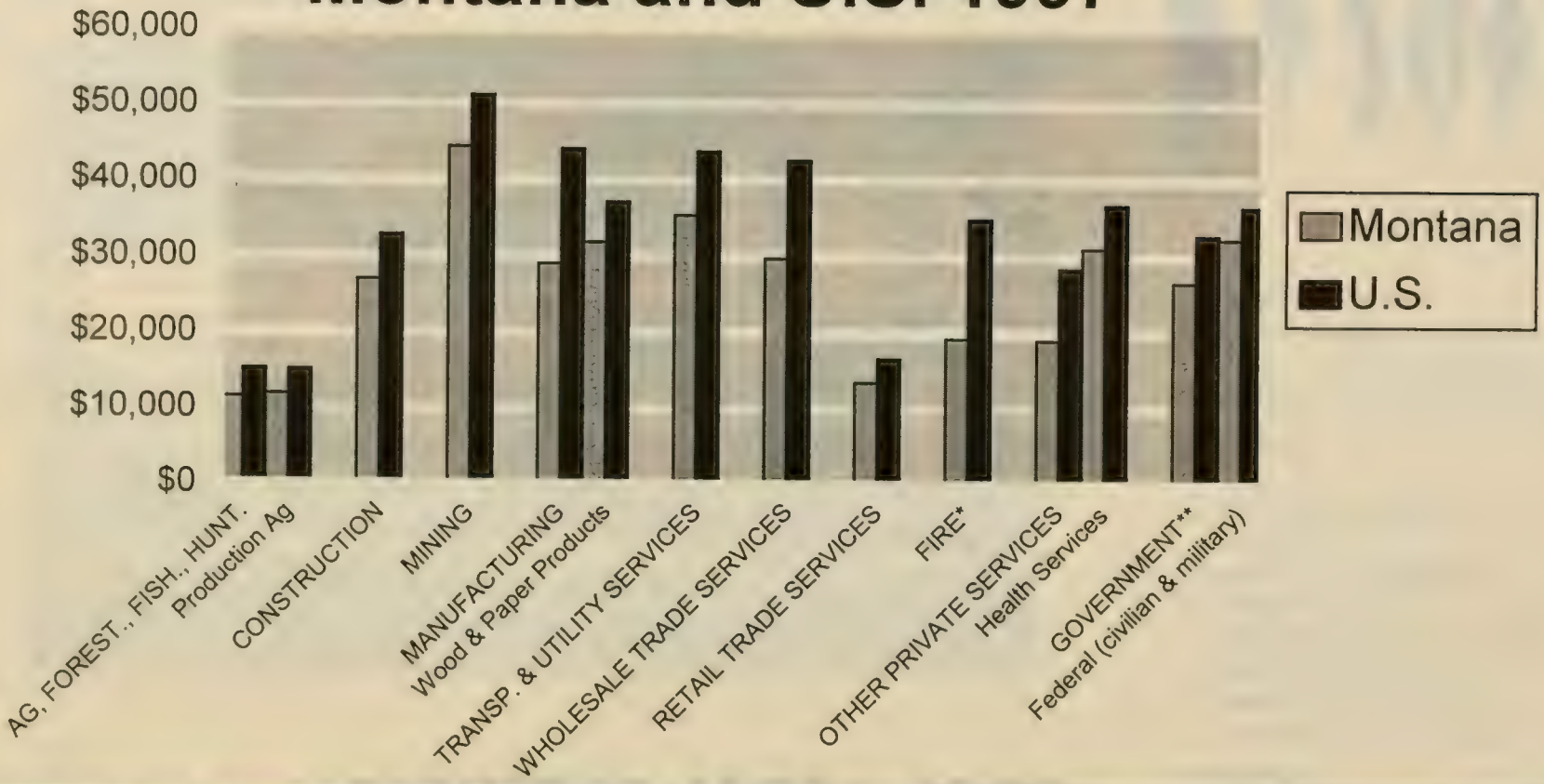
- personal contributions for Social Security, capital gains, insurance claims proceeds, etc.

Personal income on a per person basis is growing, even after adjusting for inflation.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Average Annual Earnings per Job by Broad Industry

Montana and U.S. 1997



Mining is the highest paying sector of Montana's economy; agriculture is the lowest.

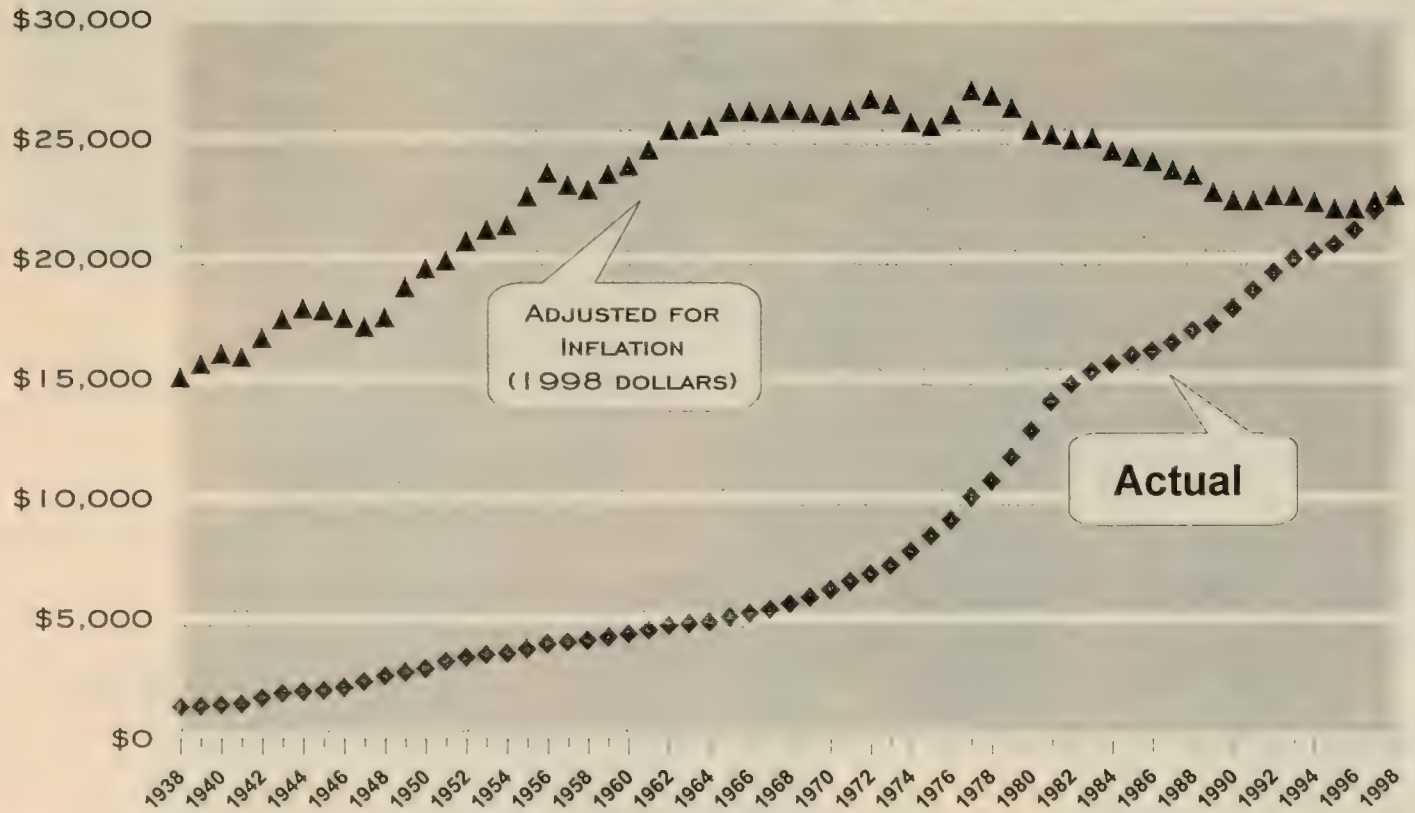
*FIRE = Finance, Insurance & Real Estate Services
**Includes Public Education

Source: U.S. Department of Commerce, Bureau of Economic Analysis; earnings include net income from self-employment and employer contributions for employee fringe benefits
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Average Annual Wage Per Job

Montana Covered Employment*

1938 - 1998



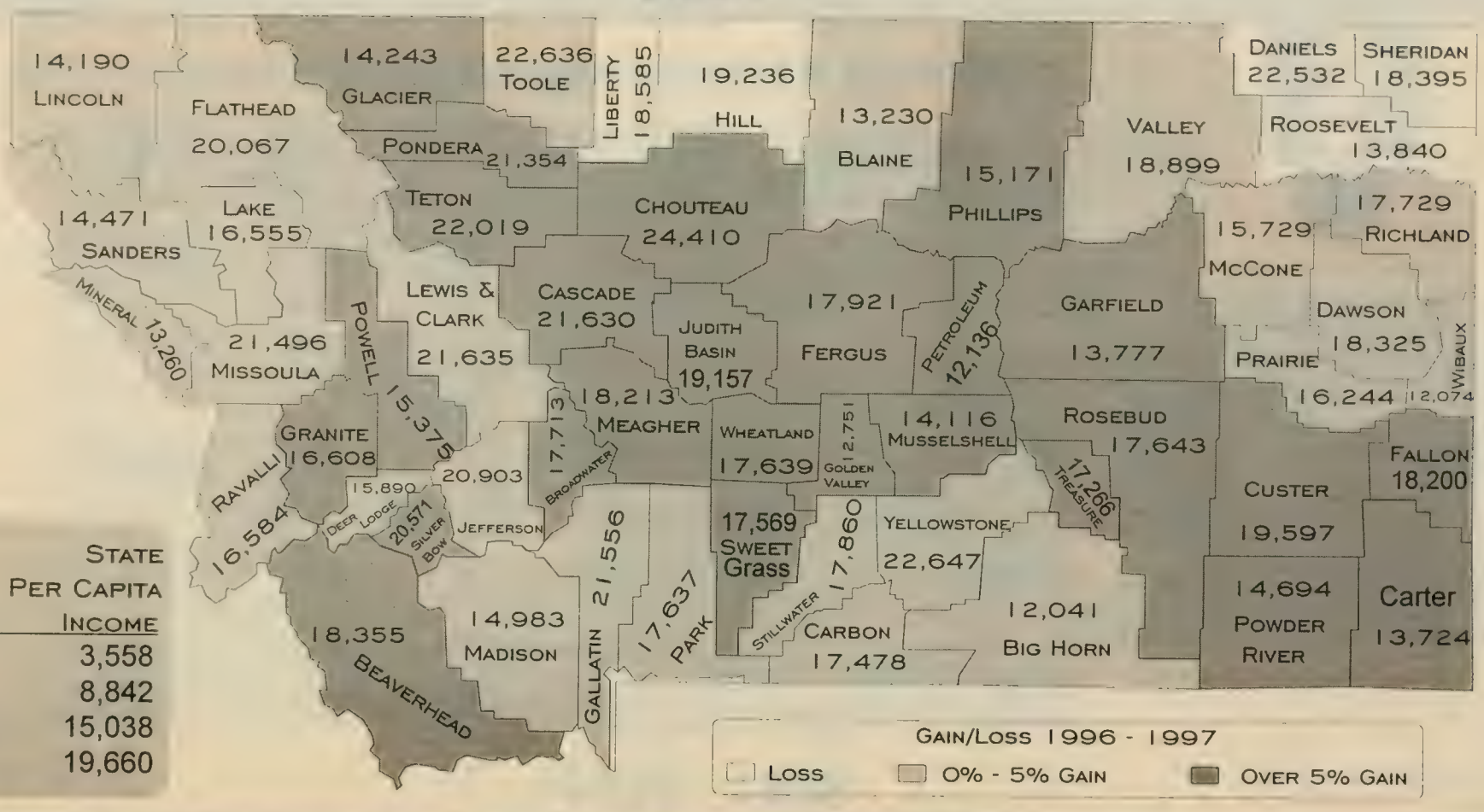
	Wage	
Year	Adj	Actual
1940	15,939	1,369
1950	19,499	2,883
1960	23,773	4,317
1970	25,857	6,155
1980	25,241	12,760
1990	22,304	17,884
1998	22,516	22,516

Since 1977, average wages for payroll jobs generally have not kept up with inflation, except for 1996 - 1998.

*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Per Capita Personal Income
1997



Year	State Per Capita Income
1970	3,558
1980	8,842
1990	15,038
1997	19,660

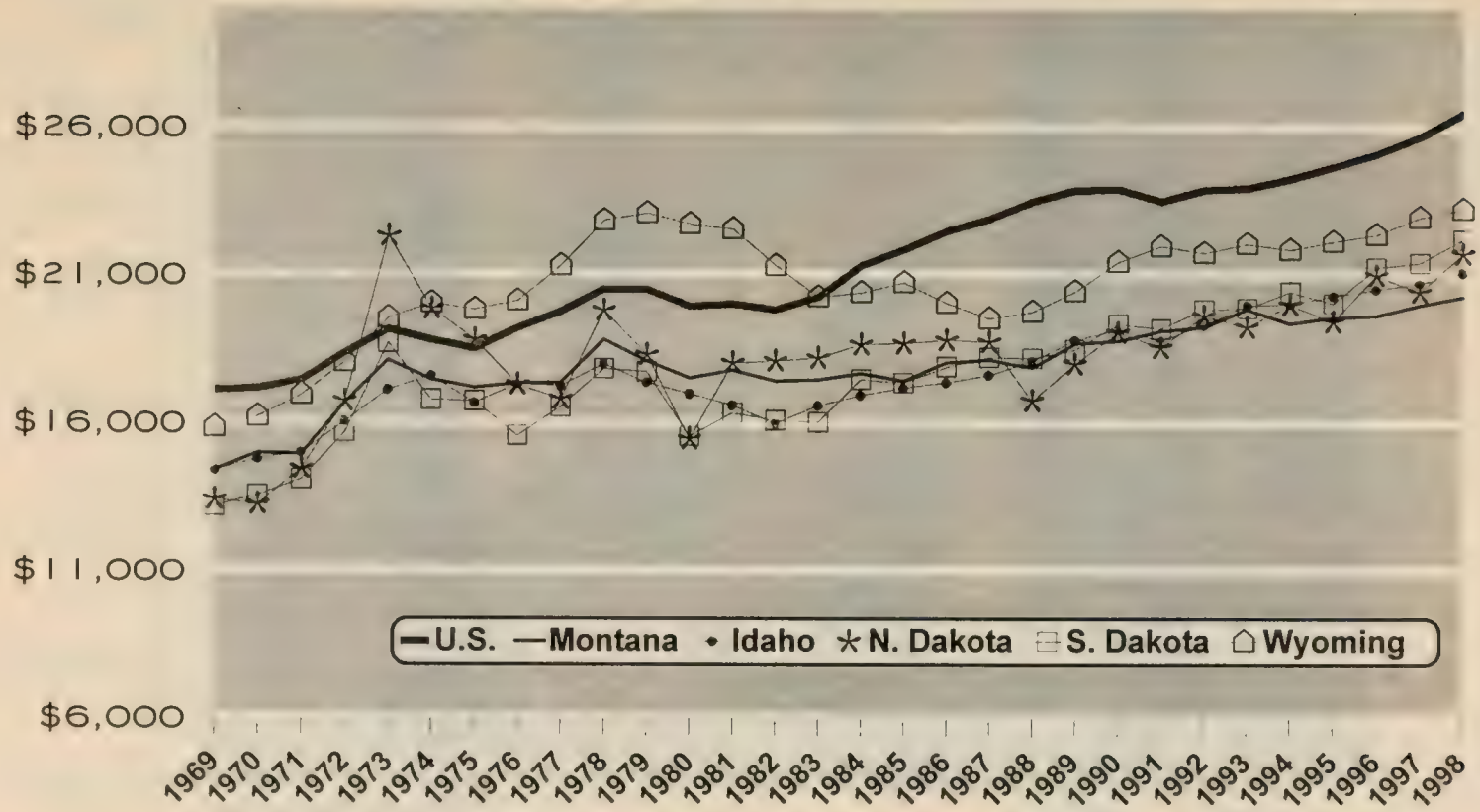
State Per Capita Income increased 4.2% over 1996; 1.9% increase after adjusting for inflation.

- Highest: Chouteau $24,410
- Lowest: Big Horn $12,041
- Closest to State Average: Custer $19,597

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Per Capita Personal Income

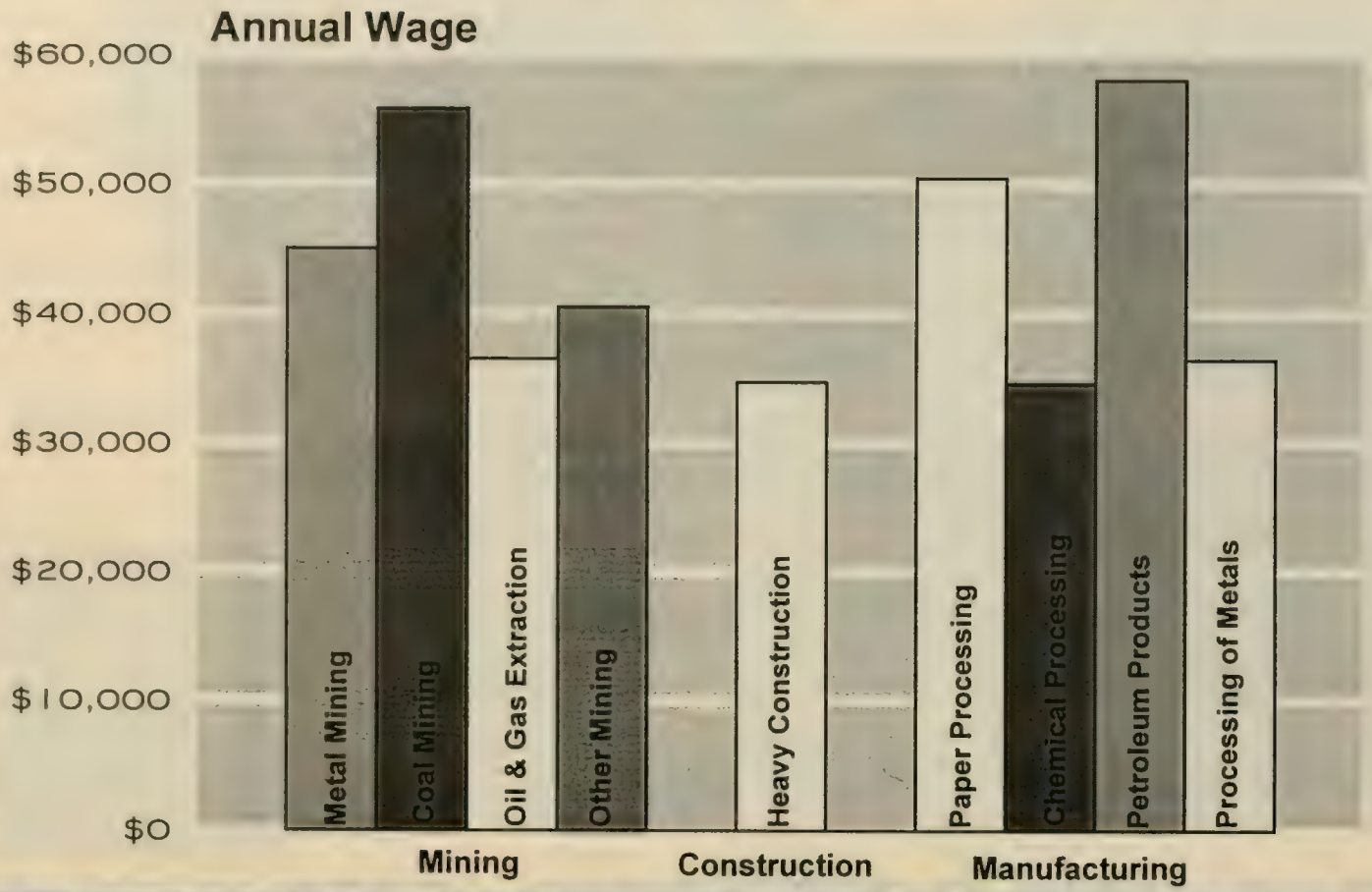
1969 - 1998 Adjusted for Inflation (1998 dollars)



Montana ranked 47th in the nation for 1998, according to preliminary data.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

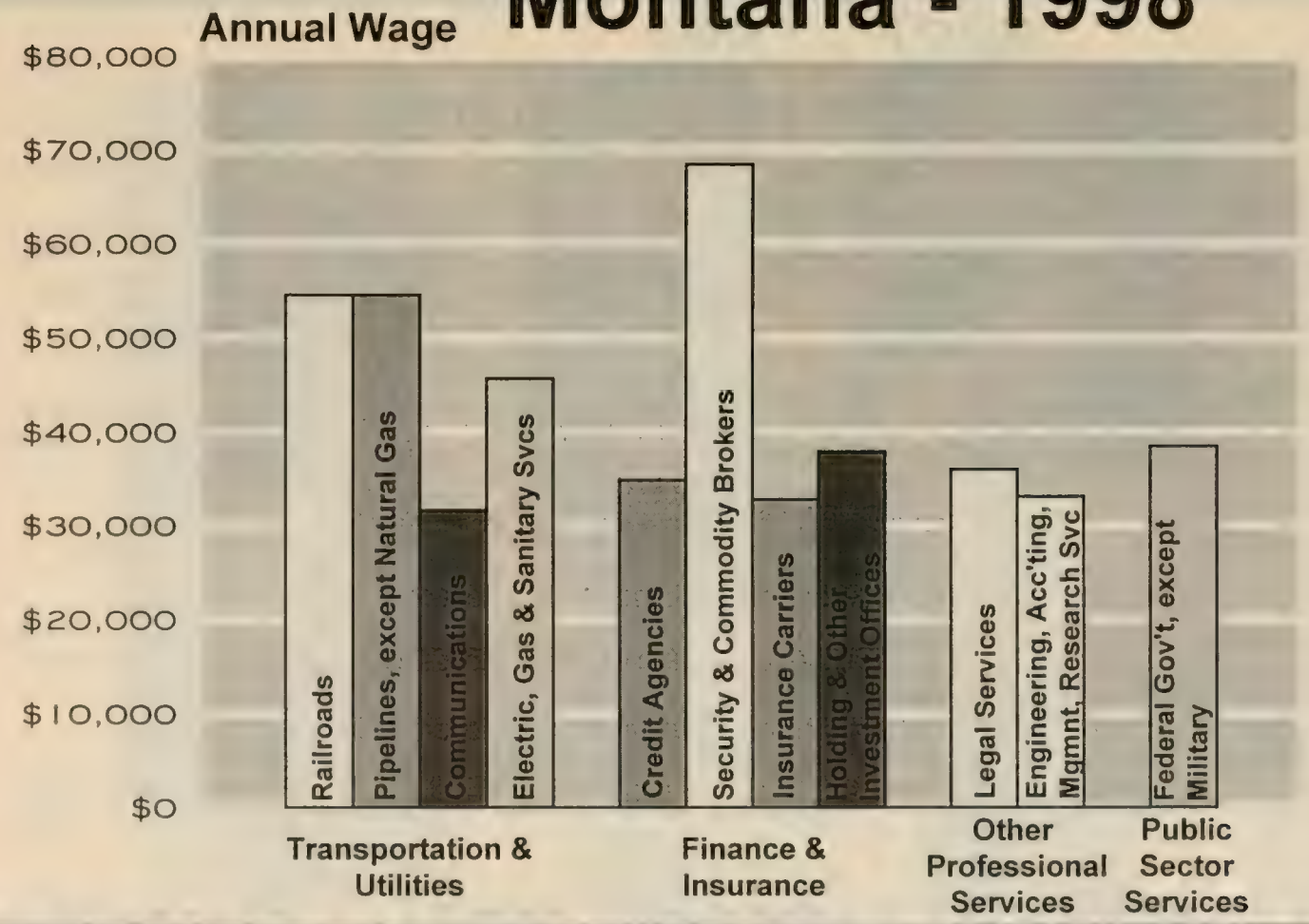
High-Wage,* Goods-Producing Industries Montana - 1998



*A high-wage industry is one with annual wages above the 1998 national average of about $31,000.

Data from ES-202 (Covered Employment) Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

High-Wage,* Service-Type Industries
Montana - 1998

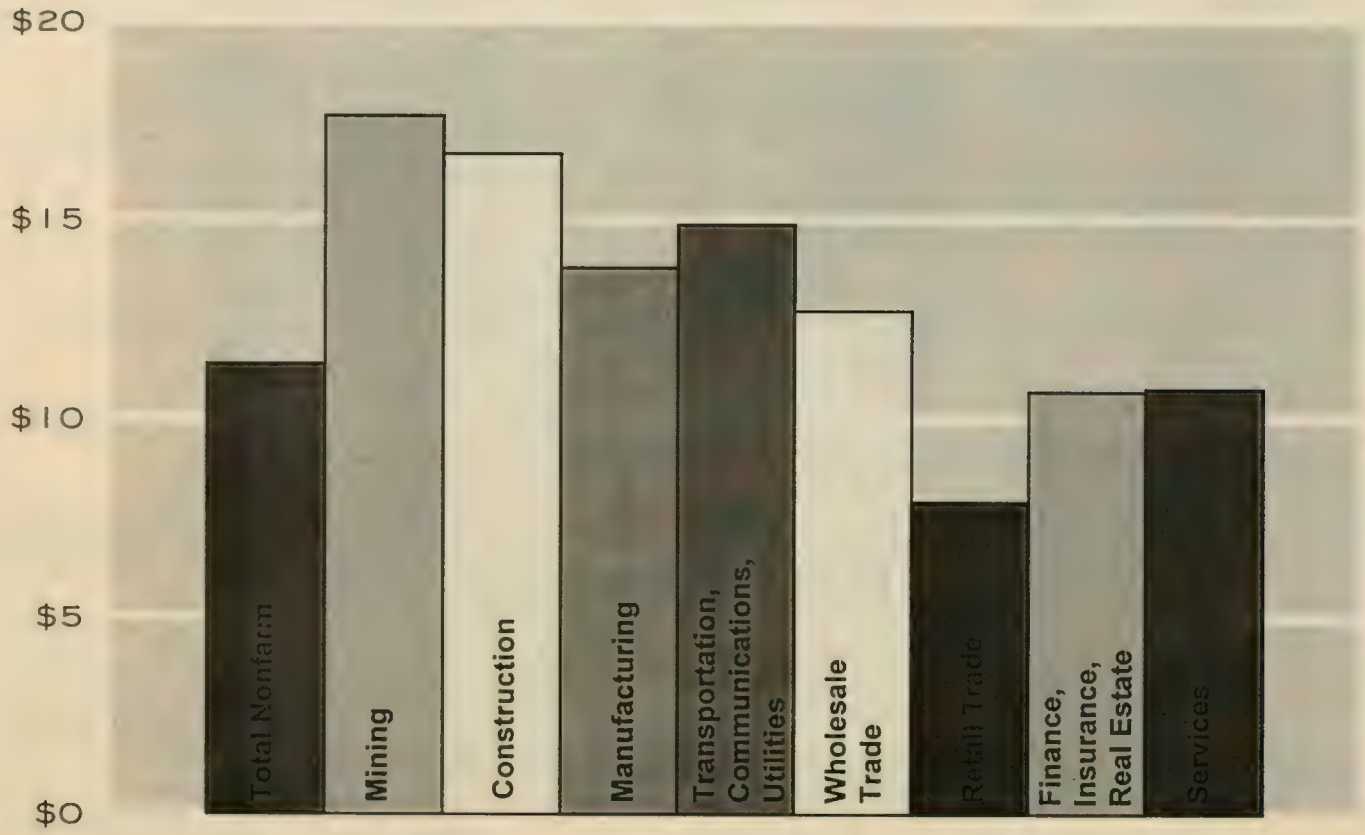


*A high-wage industry is one with annual wages above the 1998 national average of about $31,000.

Data from ES-202 (Covered Employment) Series; U.S. Bureau of Economic Analysis for railroads
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

1998 Annual Average Hourly Earnings

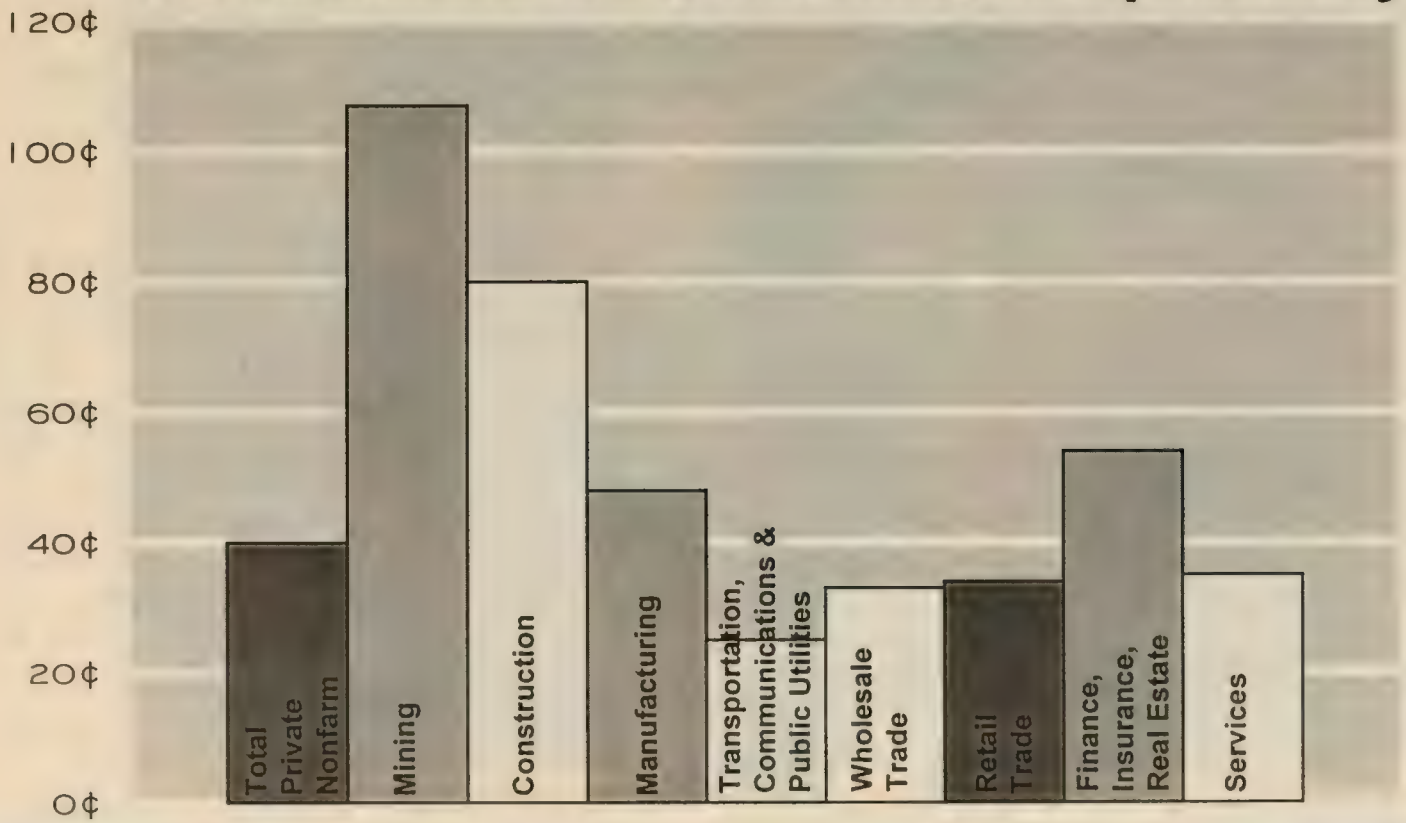
Montana Private Nonfarm Nonsupervisory Jobs



Hourly pay in Mining ($17.61) and Construction ($16.64) is more than twice that in Retail Trade ($7.91).

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

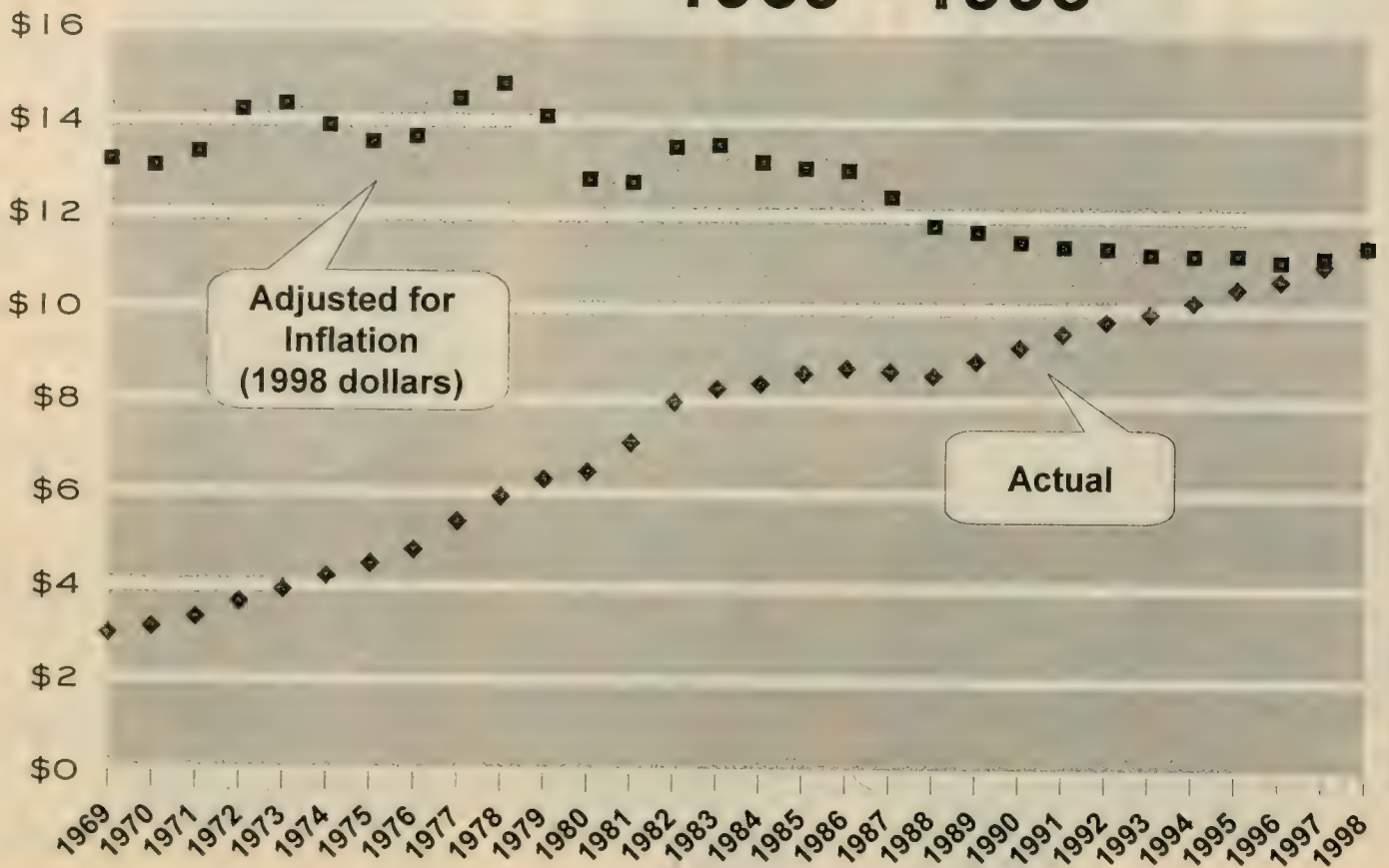
Change in Annual Average Hourly Earnings
1997 - 1998
Montana Private Nonfarm Nonsupervisory Jobs



The largest increase was in Mining (+$1.07).

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

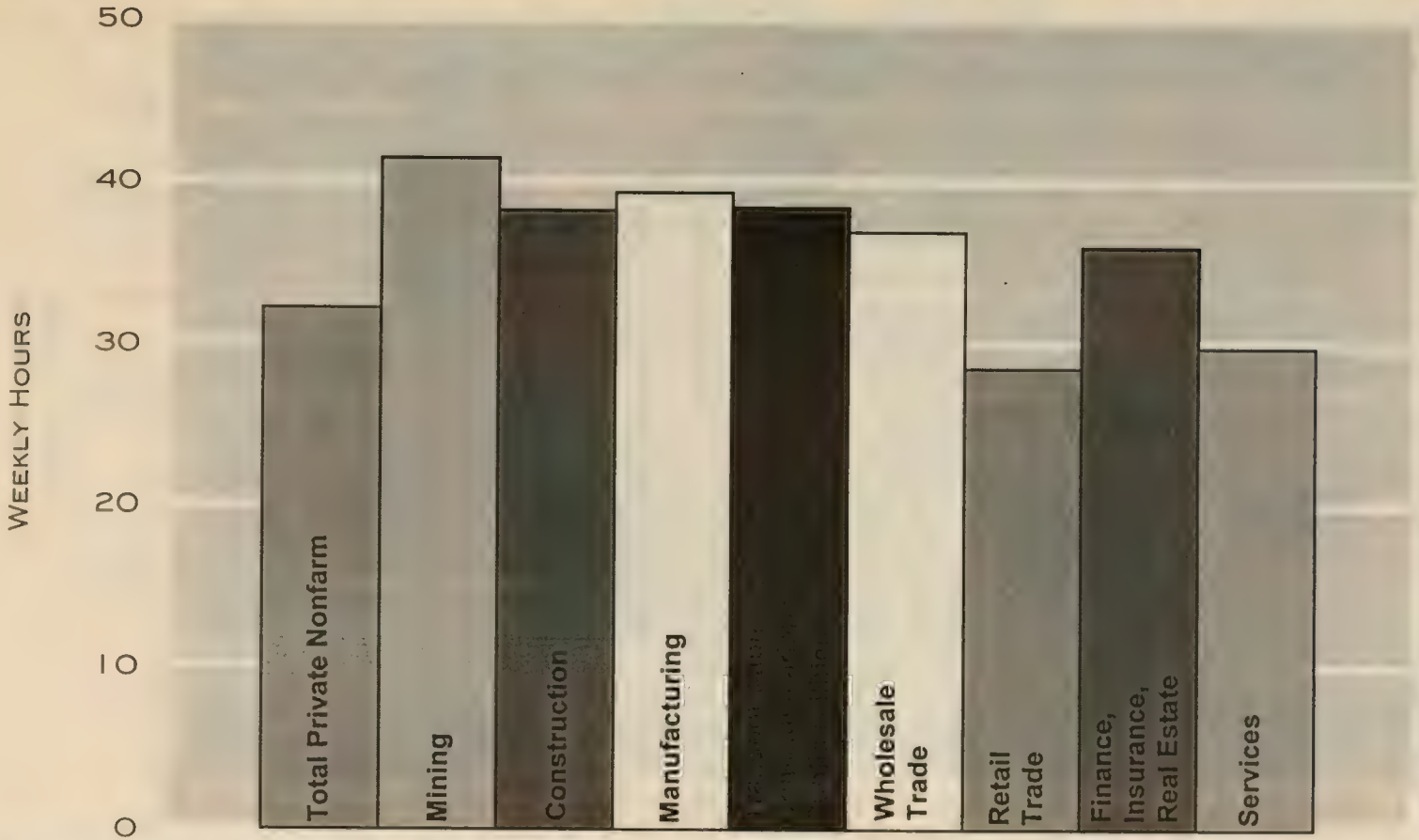
Annual Average Hourly Earnings
Montana Private Nonfarm Nonsupervisory Jobs
1969 - 1998

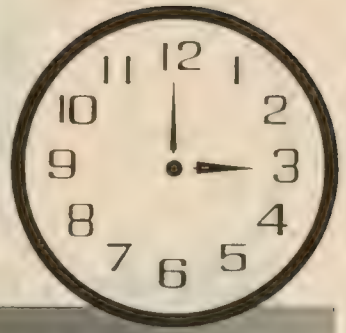


When adjusted for inflation, nonsupervisory workers' hourly wages showed a 23-cent increase between 1997 and 1998.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

1998 Annual Average Weekly Hours
Montana Private Nonfarm Nonsupervisory Jobs

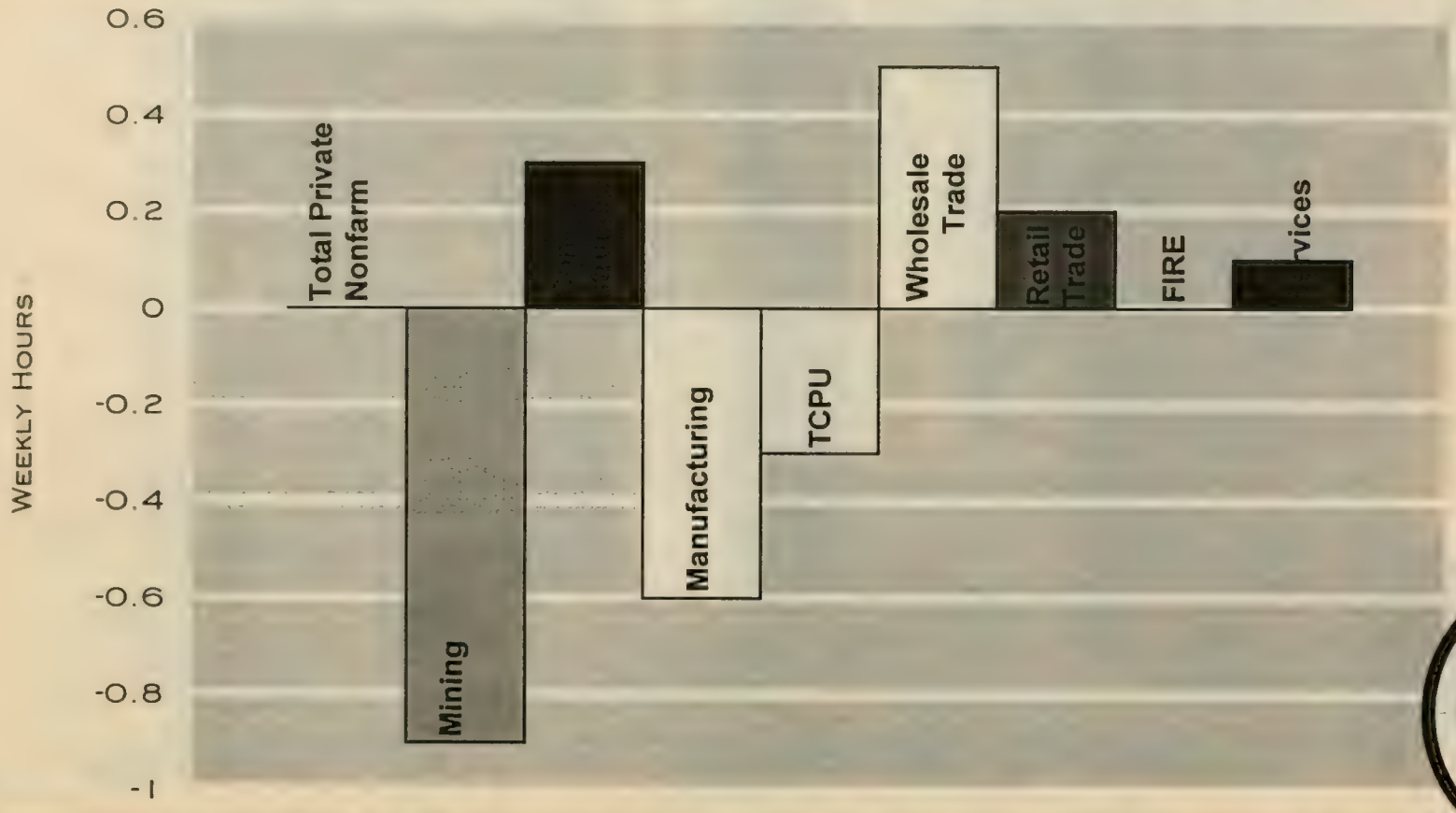


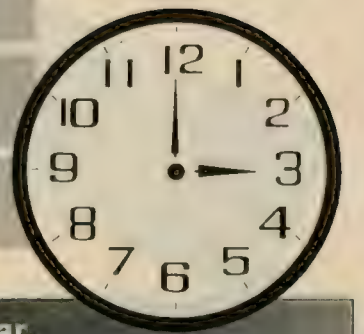


Retail Trade and Services have a greater percentage of part-time workers than other sectors.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Change in Annual Average Weekly Hours
1997 - 1998
Montana Private Nonfarm Nonsupervisory Jobs



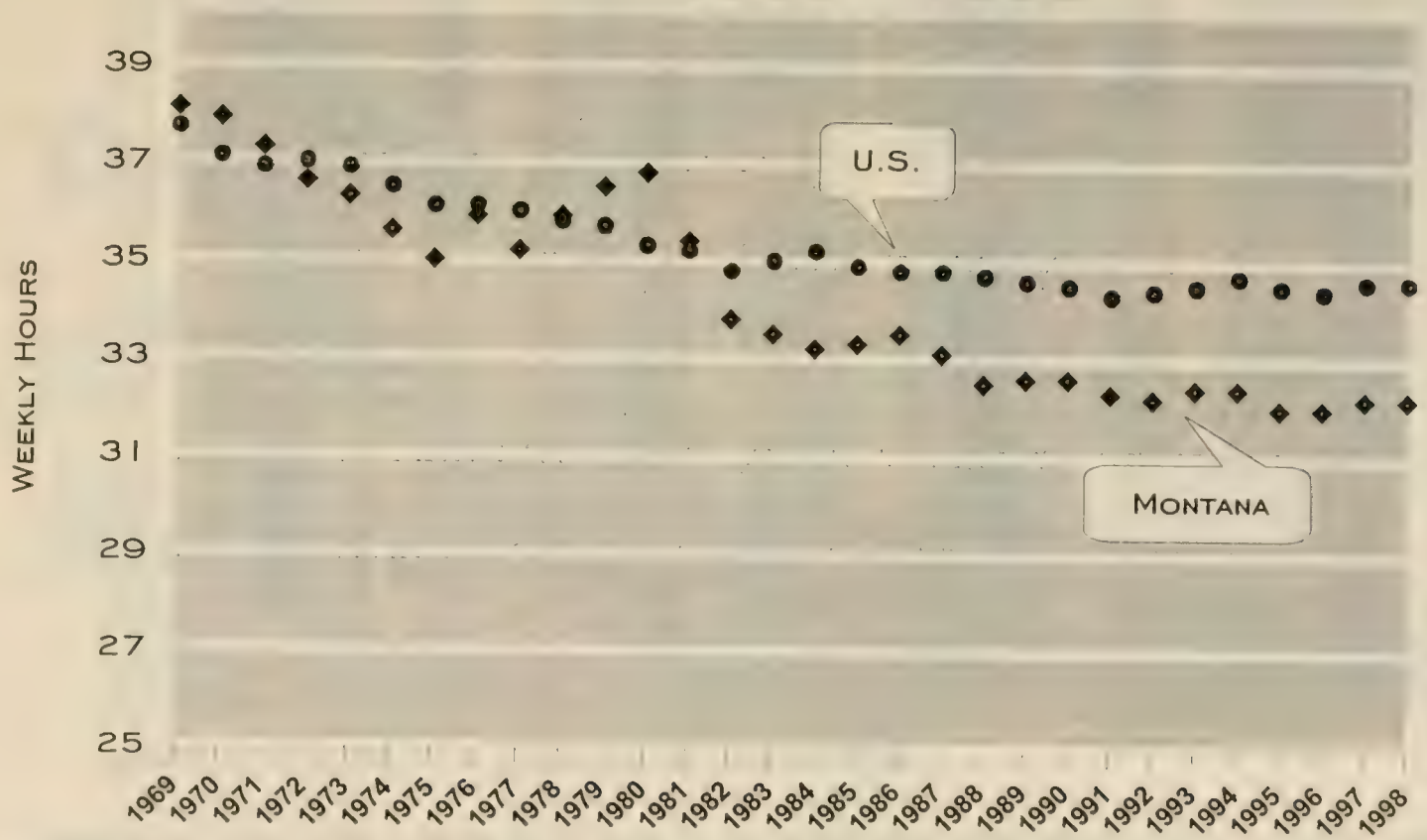


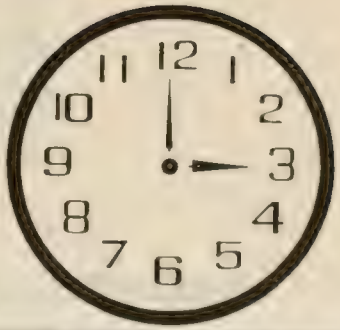
Average weekly hours for total private, nonfarm nonsupervisory jobs showed no change over the year.

TCPU = Transportation, Communications, Public Utilities
FIRE = Finance, Insurance, Real Estate

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Annual Average Weekly Hours
Private Nonfarm Nonsupervisory Jobs
1969 - 1998





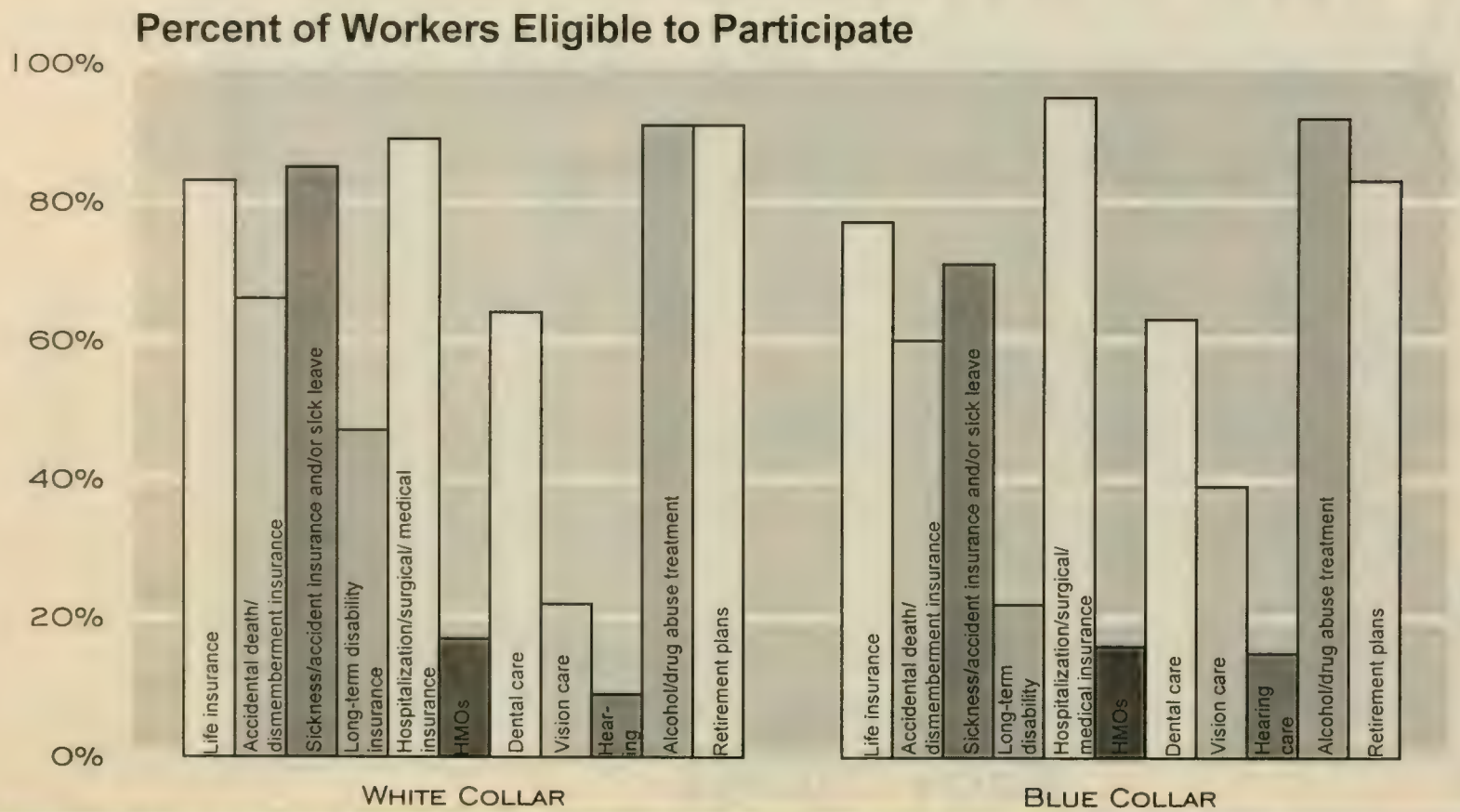
Both Montana and the U.S. are moving toward more part-time employment for nonsupervisory workers.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Insurance, Health & Retirement Plans*

Montana - September 1993

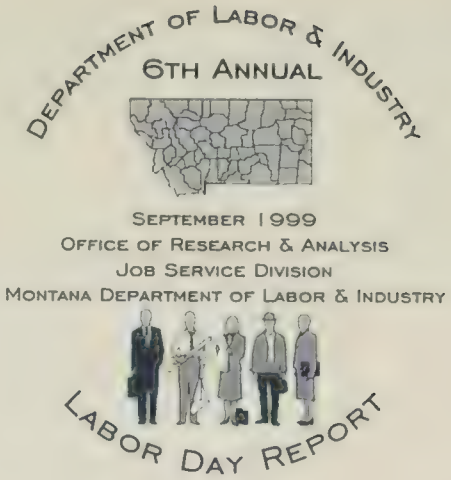
Offered to Full-Time Workers in Businesses with More than 50 Employees



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefit.

*Benefit plans may be partially or totally paid by the employer.

Data from Bureau of Labor Statistics Occupational Compensation Survey
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

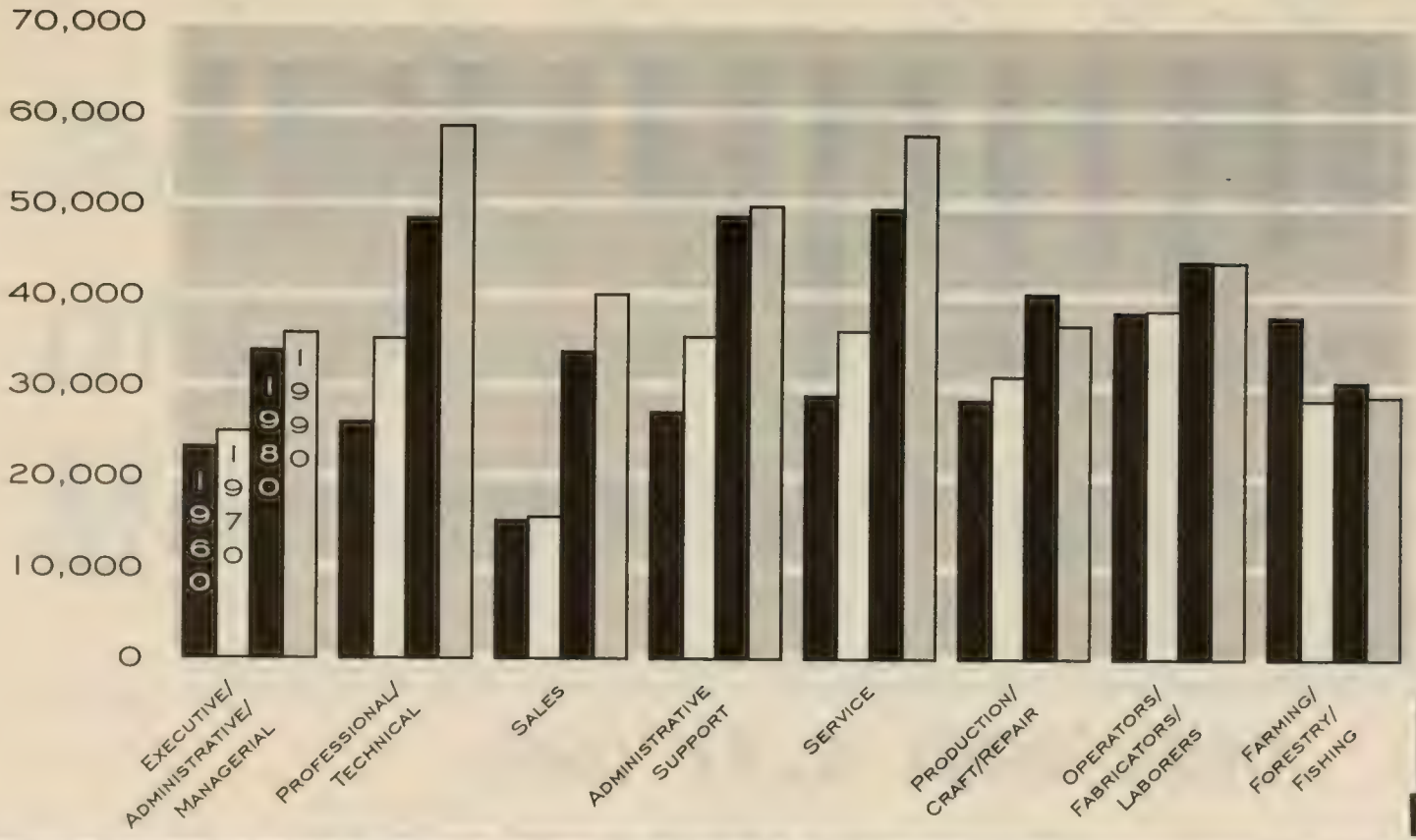


Profile of the Montana Worker

What We Do . . .

Occupations of Montana Workers

1960, 1970, 1980, 1990

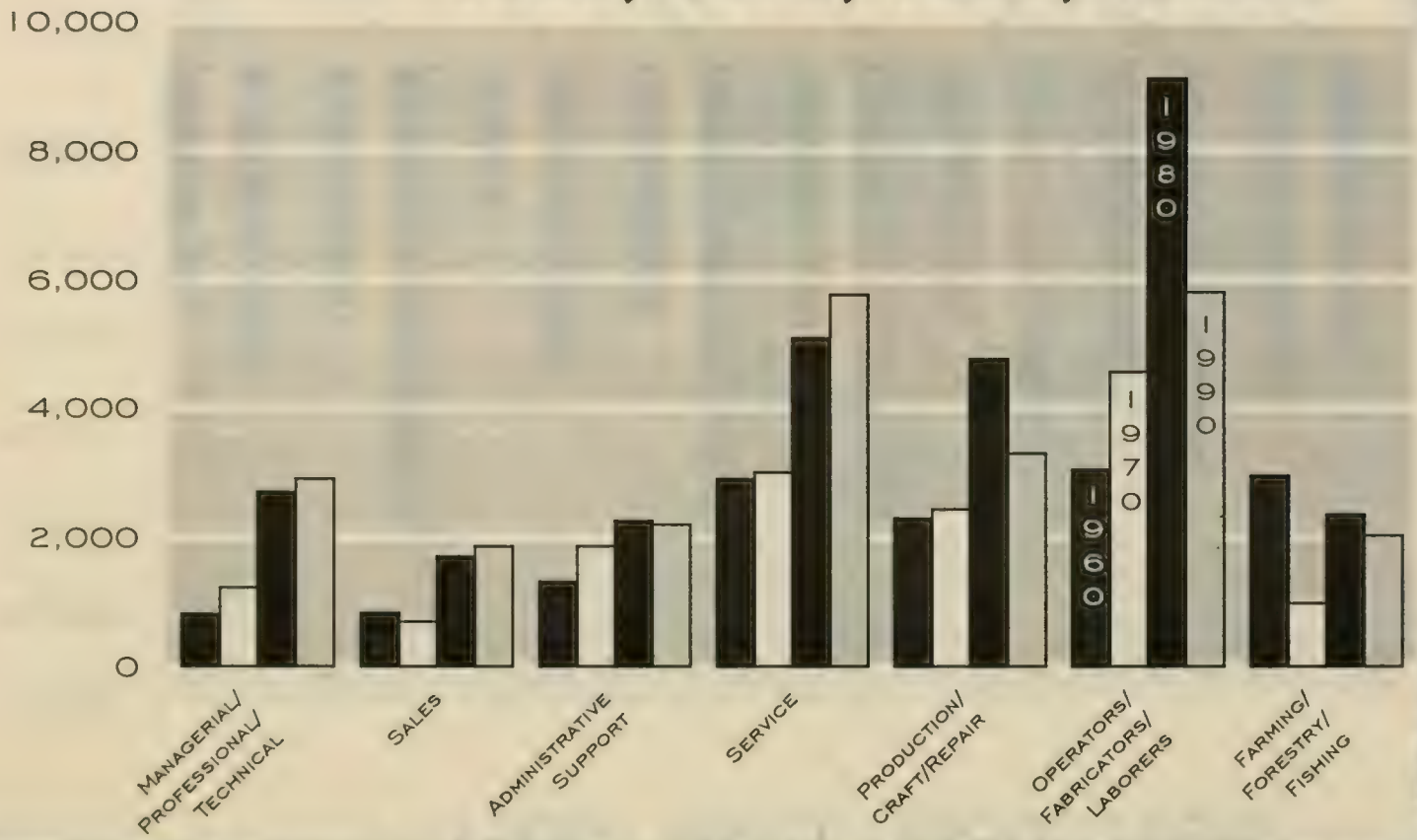


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

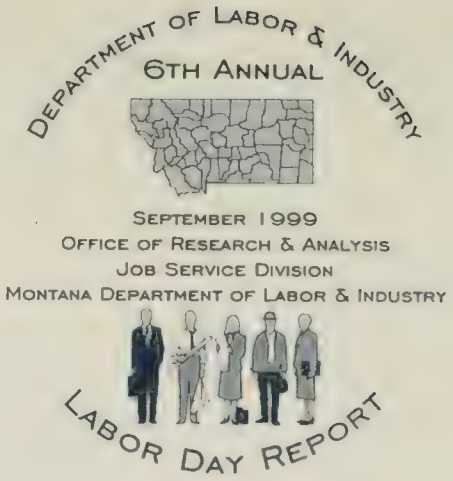
Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

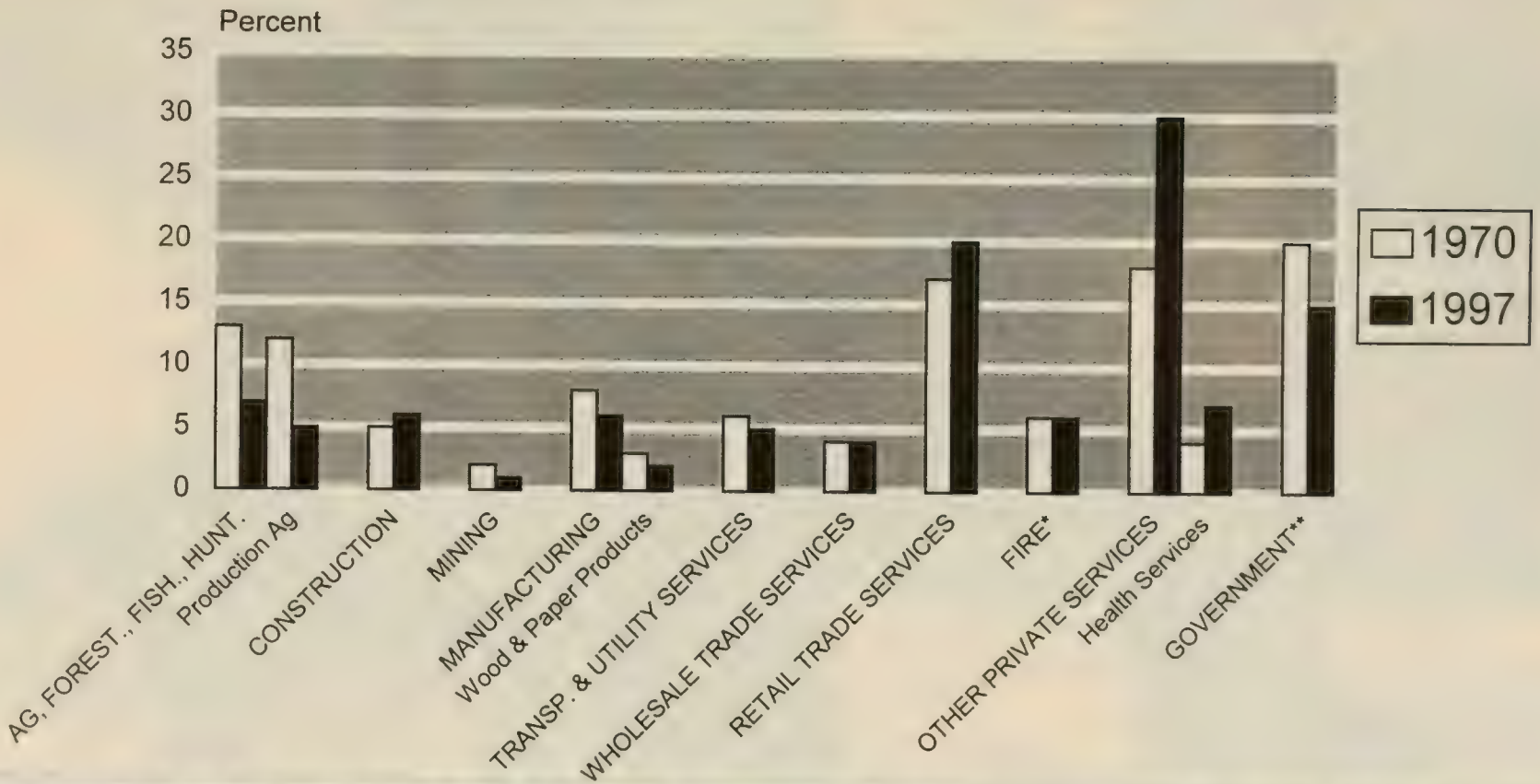


Profile of the Montana Worker

Where We Work . . .

Distribution of Jobs by Broad Industry

Montana 1970 and 1997

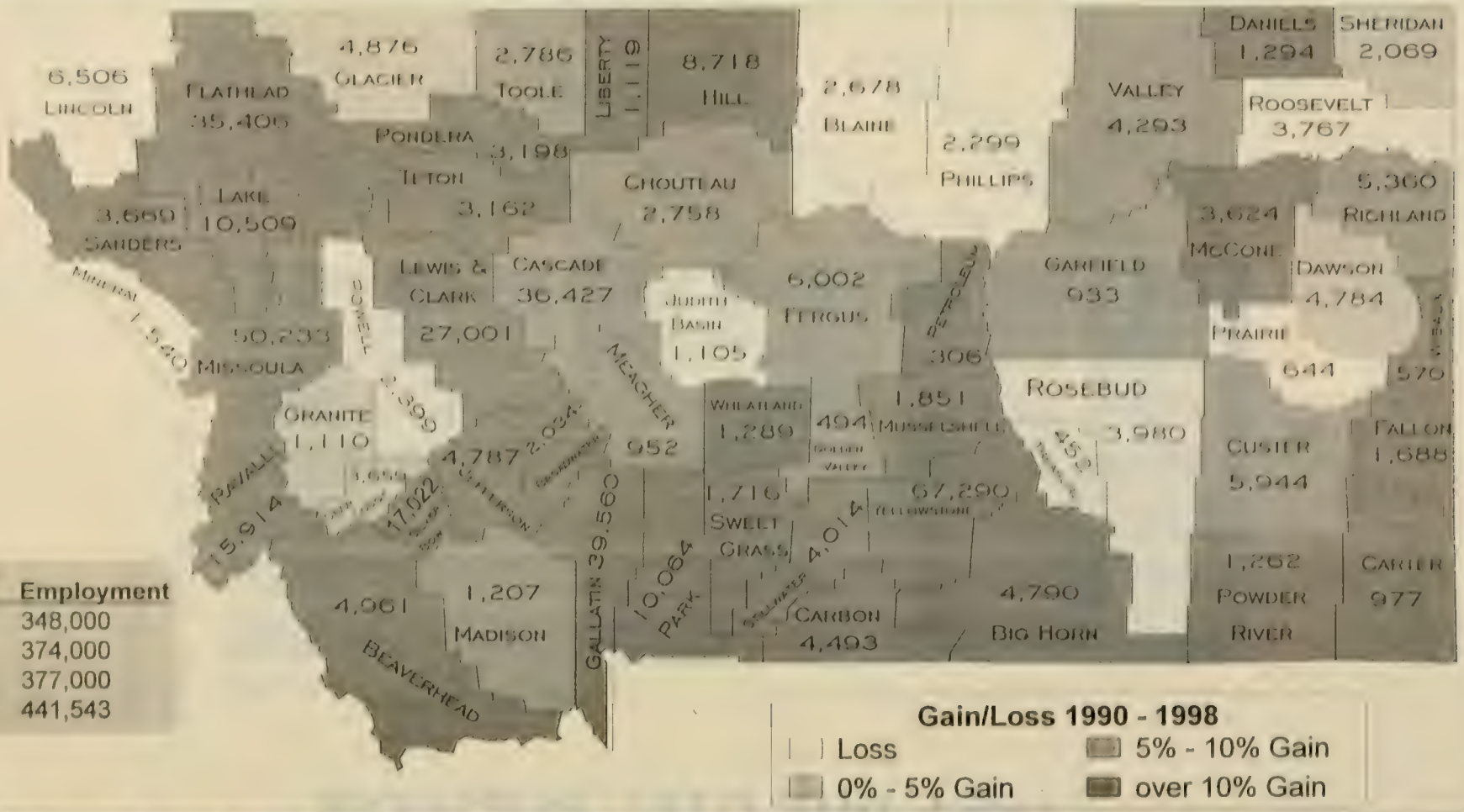


Private services jobs, including higher-paying health services, are an important component of Montana's economy.

*FIRE = Finance, Insurance & Real Estate Services
**Includes Public Education

Source: U.S. Bureau of Economic Analysis; jobs include self-employment
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Annual Average Total Employment
1998

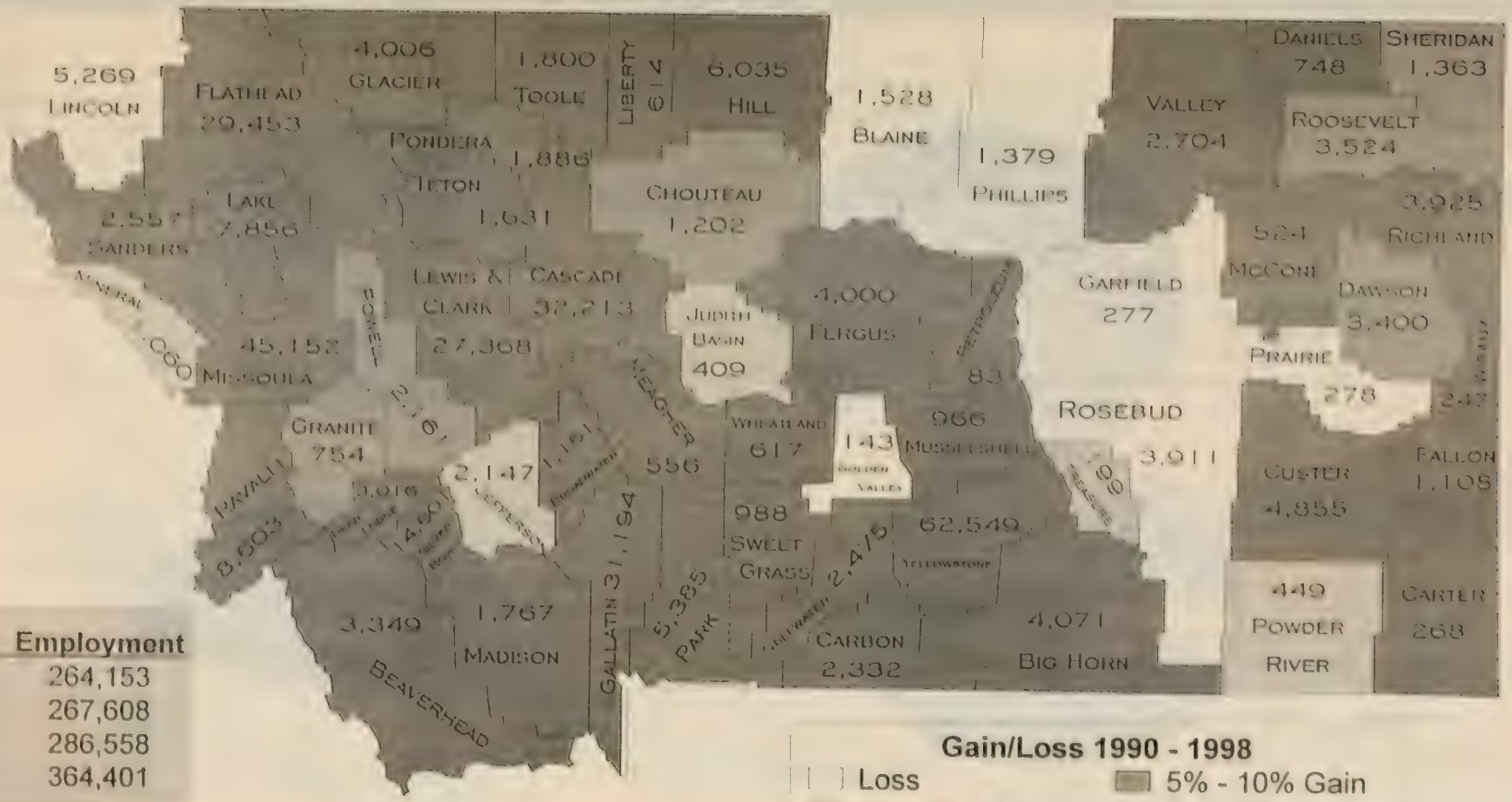


Year	Employment
1980	348,000
1985	374,000
1990	377,000
1998	441,543

46 of 56 counties showed growth. State Employment Total: 441,543 Gain 1990 - 1998: +17.1%

Data from Local Area Unemployment Statistics series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Annual Average Covered Employment*
1998

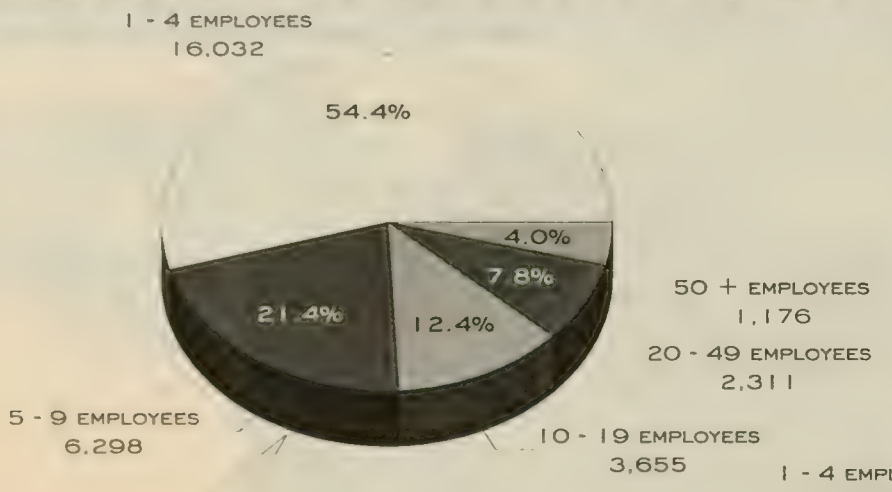


49 of 56 counties showed growth. State Employment Total: 364,401 Gain 1990 - 1998: +27.2%

Data from ES-202 (Covered Employment*) series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis
*Covered employment includes government, but excludes railroads, self-employed and most ag employment

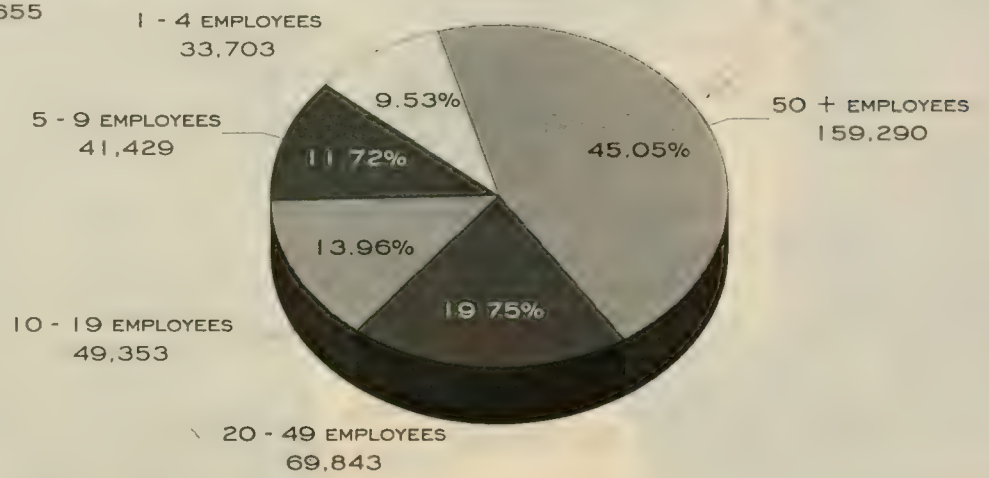
Montana Employment* by Work Site Size

Size Class Based on March 1998 Employment Data



Number of Employees

- Almost half of Montana's employees work at less than 4% of the work sites (those with 50+ employees).
- Nearly 65% of Montana's employees work at 12% of Montana's work sites.



Number of Business Work Sites

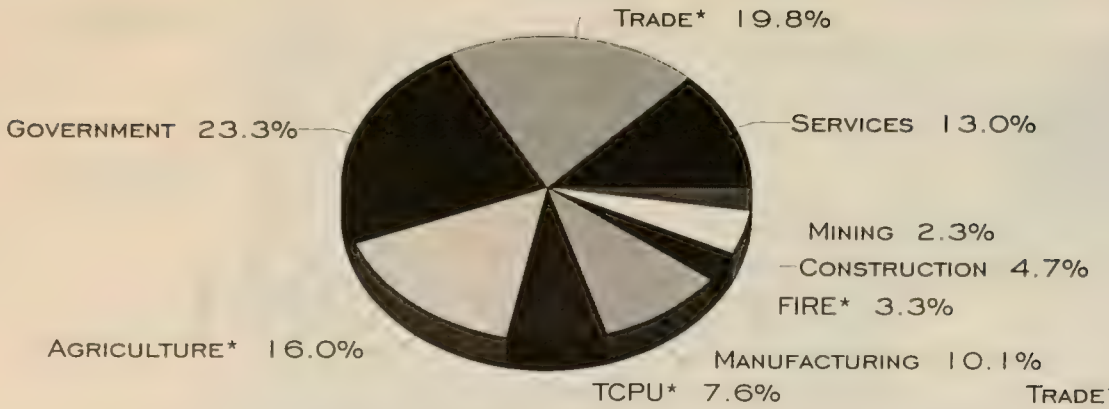
- Over half of Montana's business work sites have fewer than 5 employees.
- 88% of Montana's business work sites have fewer than 20 employees.
- Only 4% of Montana's business work sites have 50 or more employees.

From March 1997 - March 1998, there was a net increase of 743 work sites and 10,178 employees.

***Covered employment includes government, but excludes railroads, self-employed and most ag employment.**

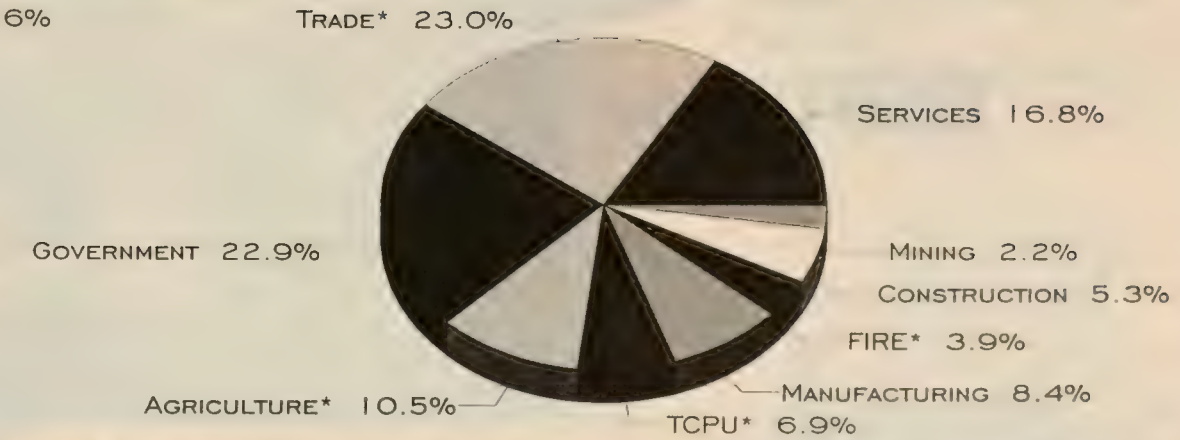
Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Employment



1968

1978

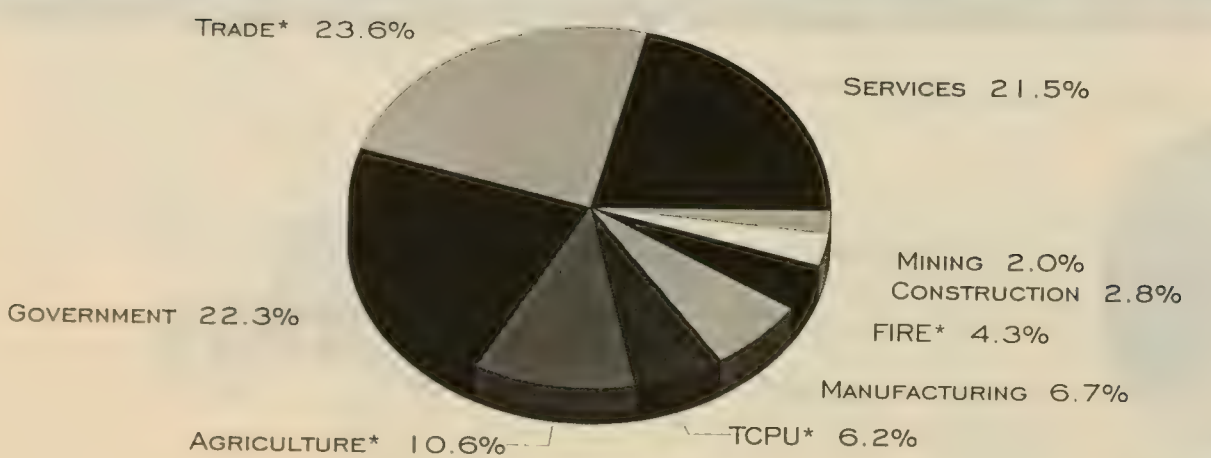


Agriculture, Government, Manufacturing, Mining and TCPU dropped as a percent of total employment between 1968 and 1978.

*Agriculture = Ag, Forestry, Fishing, Hunting
*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communications & Public Utilities

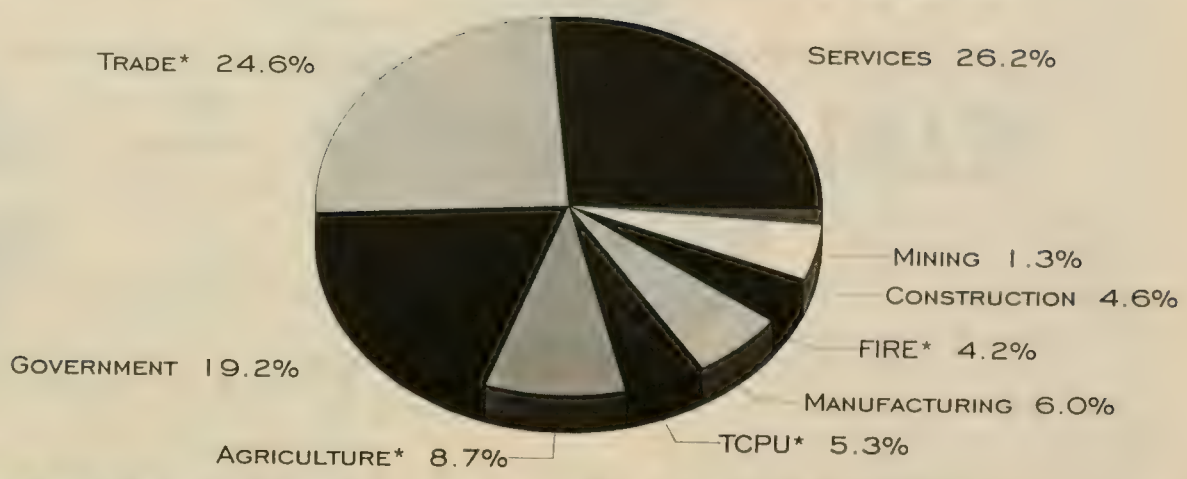
Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Employment



1988

1998



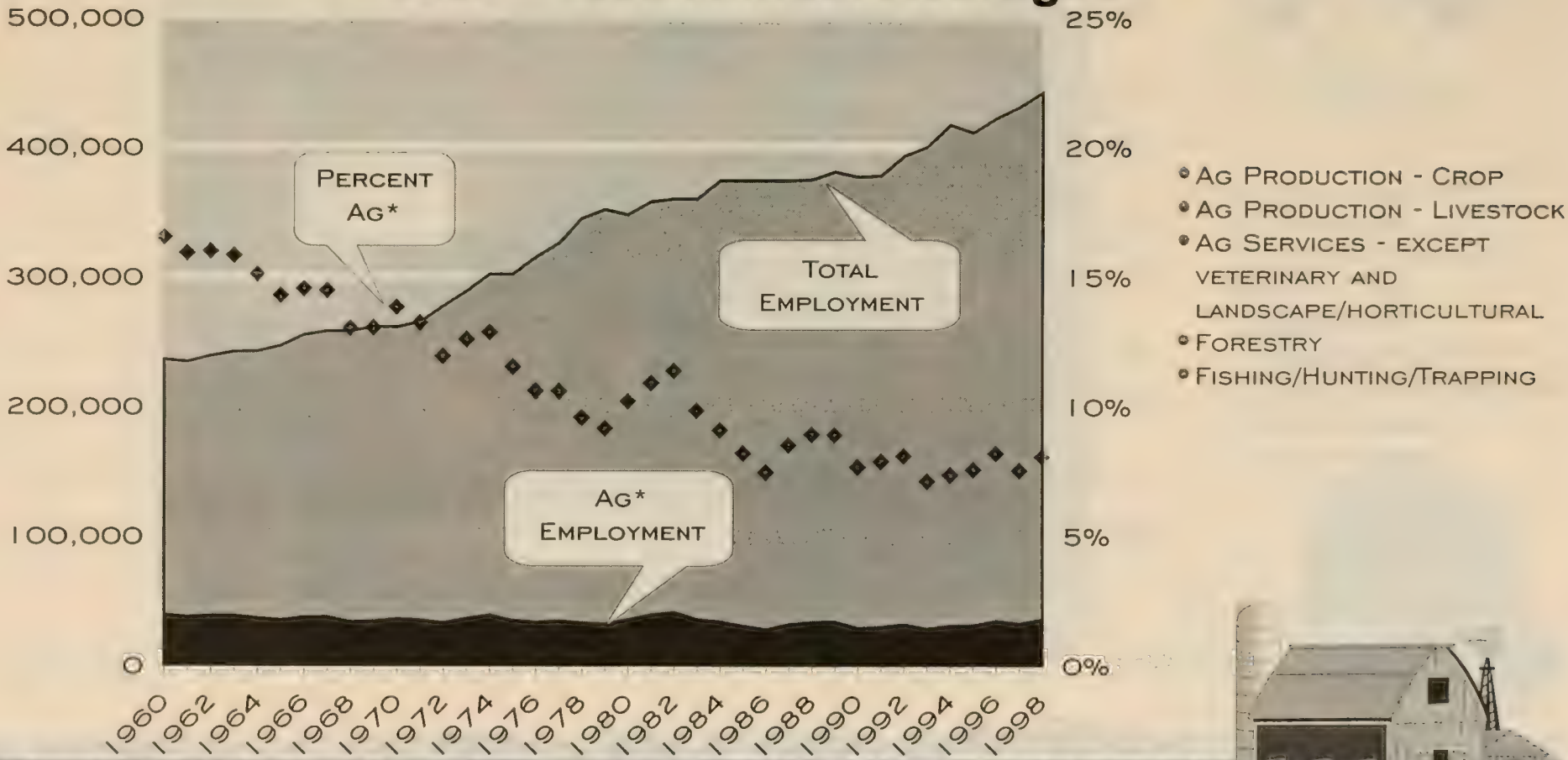
Agriculture, FIRE, Government, Manufacturing, Mining & TCPU employment dropped as a percent of total employment between 1988 and 1998.

*Agriculture= Ag, Forestry, Fishing & Hunting
*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCPU = Transportation, Communication & Public

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Agriculture, Forestry, Fishing and Hunting Employment

1960 - 1998 Annual Averages



Ag, Forestry, Fish. & Hunt. employment over time has declined both in absolute and relative terms.

*Agriculture= Ag, Forestry, Fishing & Hunting

Data from Local Area Unemployment Statistics
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Mining Employment

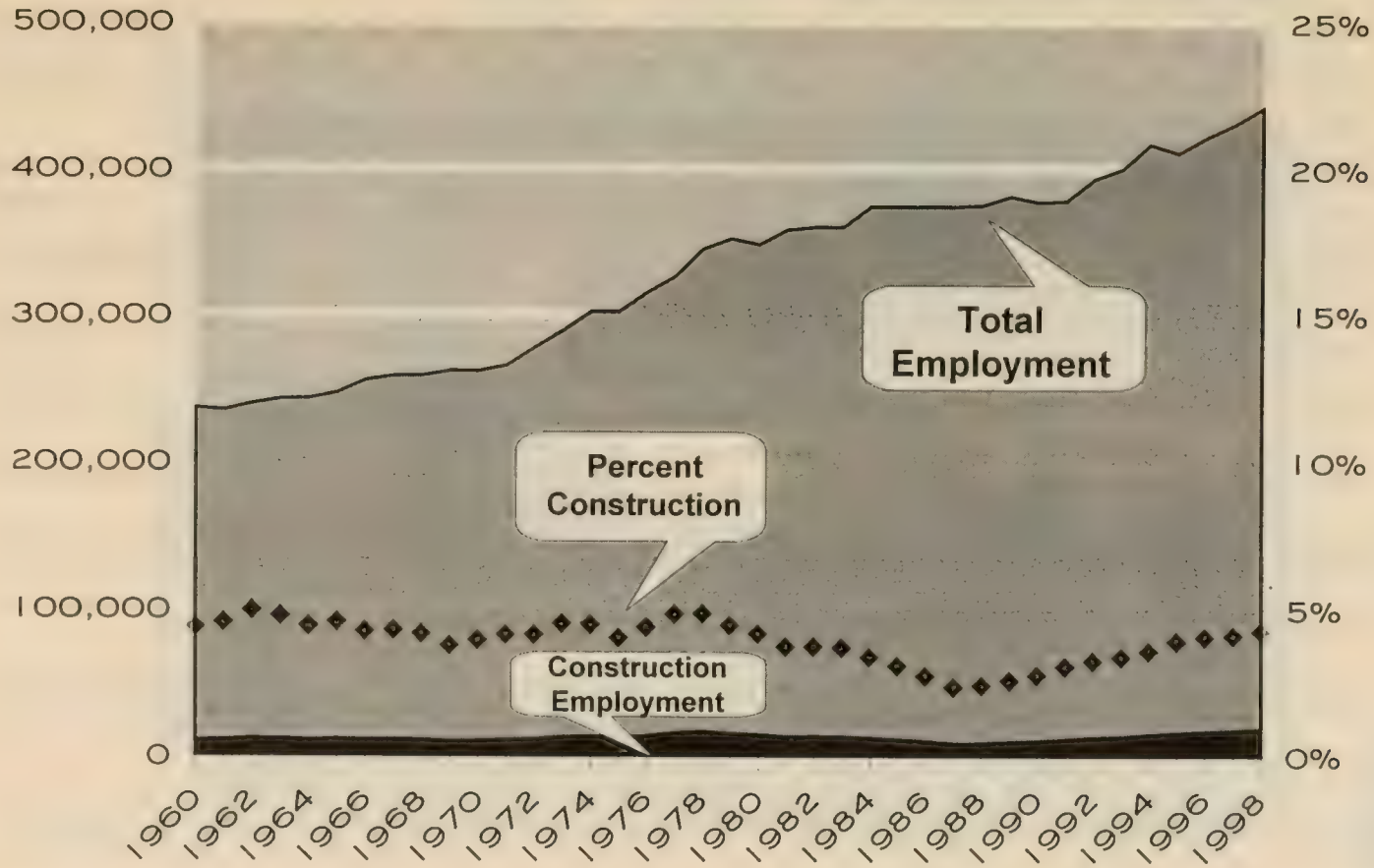
1960 - 1998 Annual Averages

Mining employment has generally declined since 1960.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Construction Employment

1960 - 1998 Annual Averages

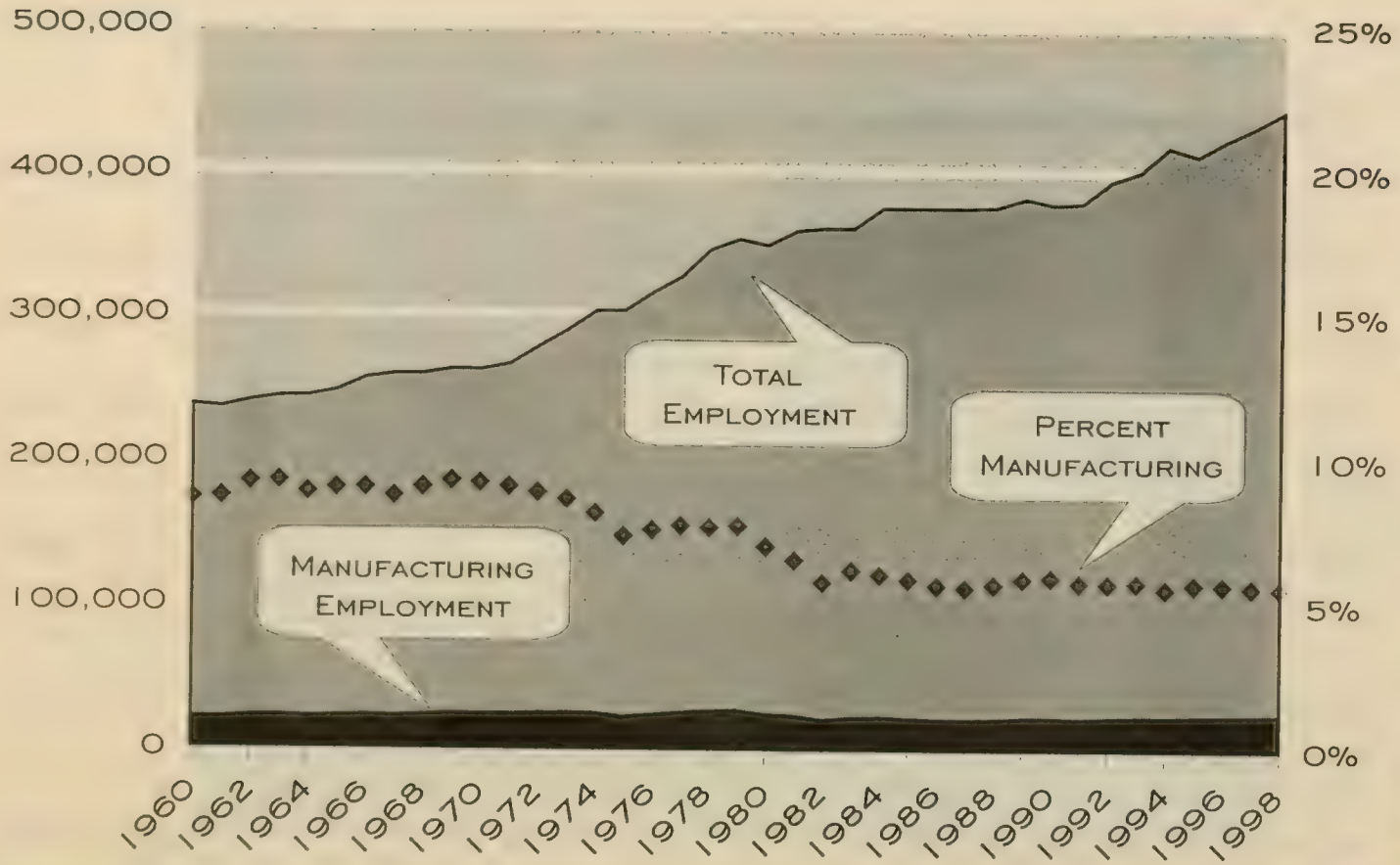


- General Building Contractors
- Heavy Construction
- Special Trade Contractors

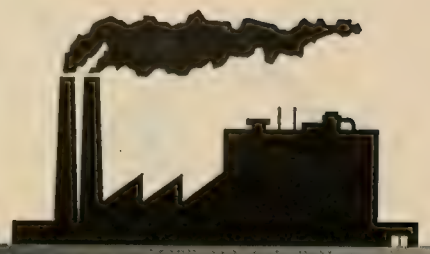
Construction employment increases since 1990 have been largely fueled by population growth.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Manufacturing Employment
1960 - 1998 Annual Averages



- Durable Goods Production - includes Lumber & Wood Products and Equipment Industries
- Nondurable Goods Production - includes Food & Kindred Products and Printing & Publishing

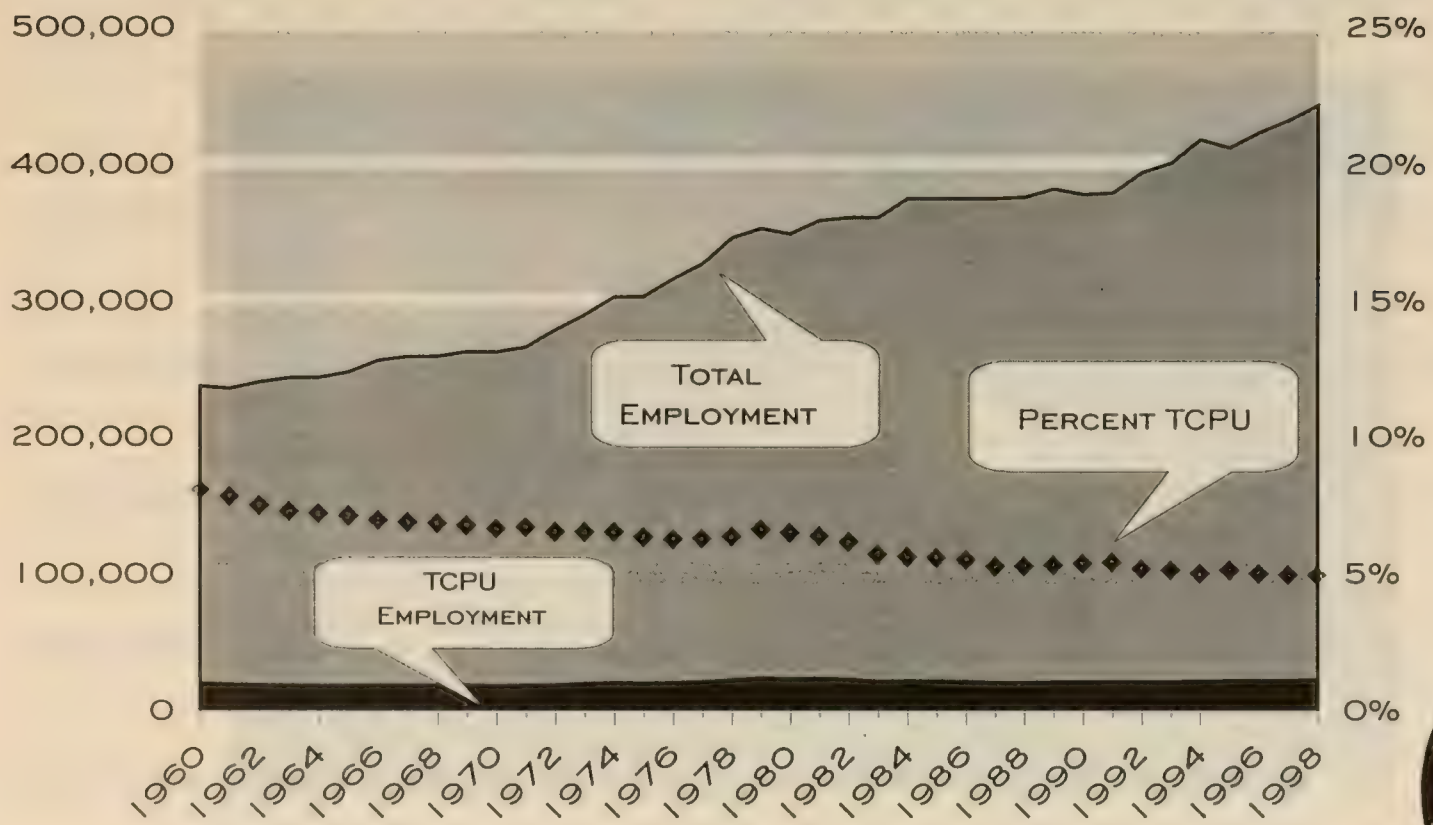


Sporting goods manufacturing, industrial machinery and printing/publishing have increased in importance over time.

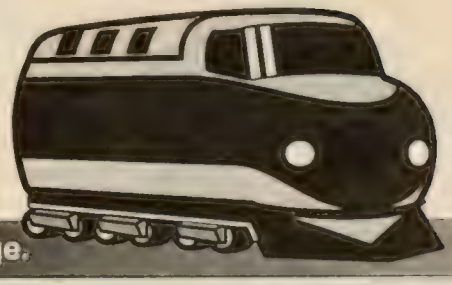
Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Transportation, Communications and Public Utilities Employment (TCPU)

1960 - 1998 Annual Averages



- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

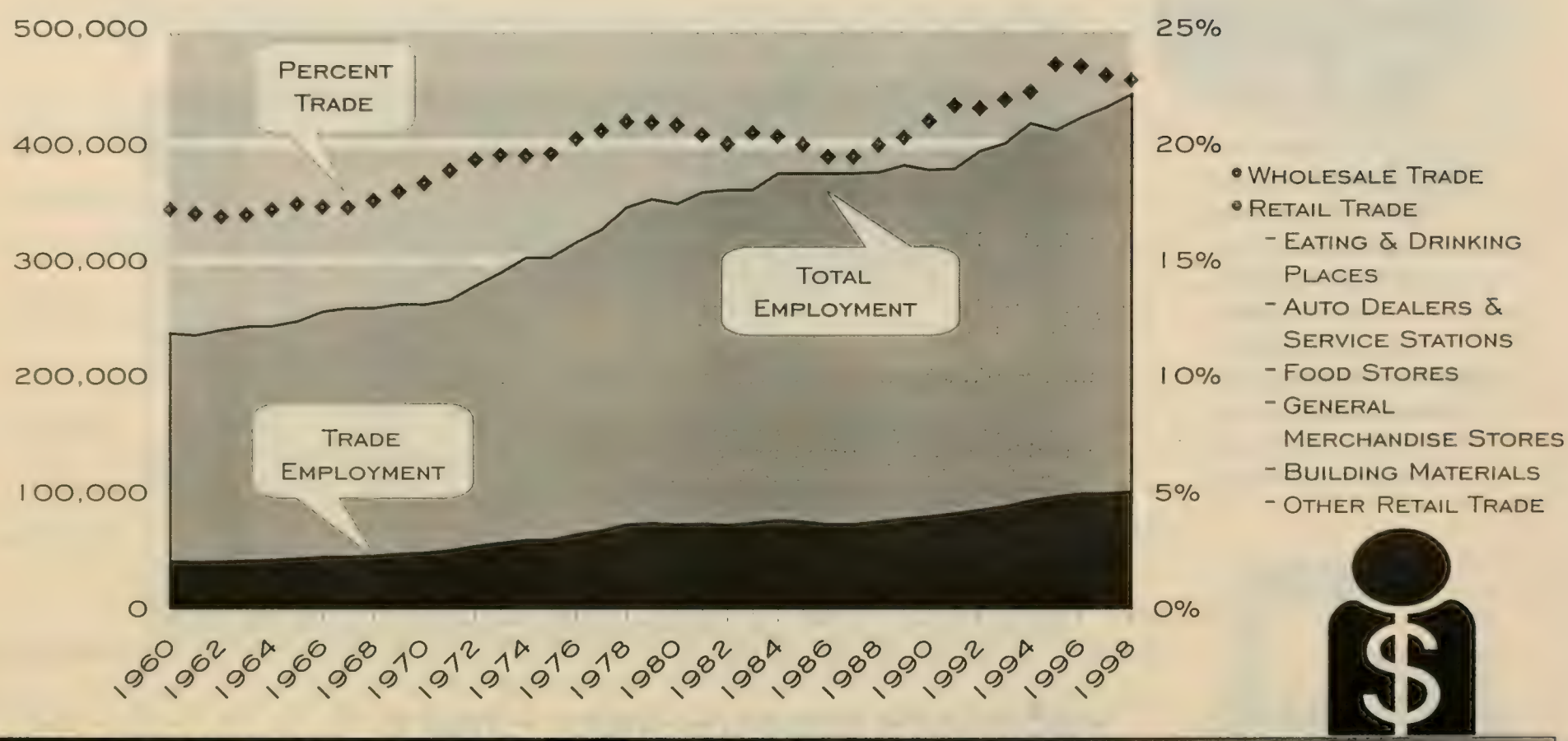


Average wage and salary jobs in railroads, communications and public utilities are high wage.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Trade Employment

1960 - 1998 Annual Averages

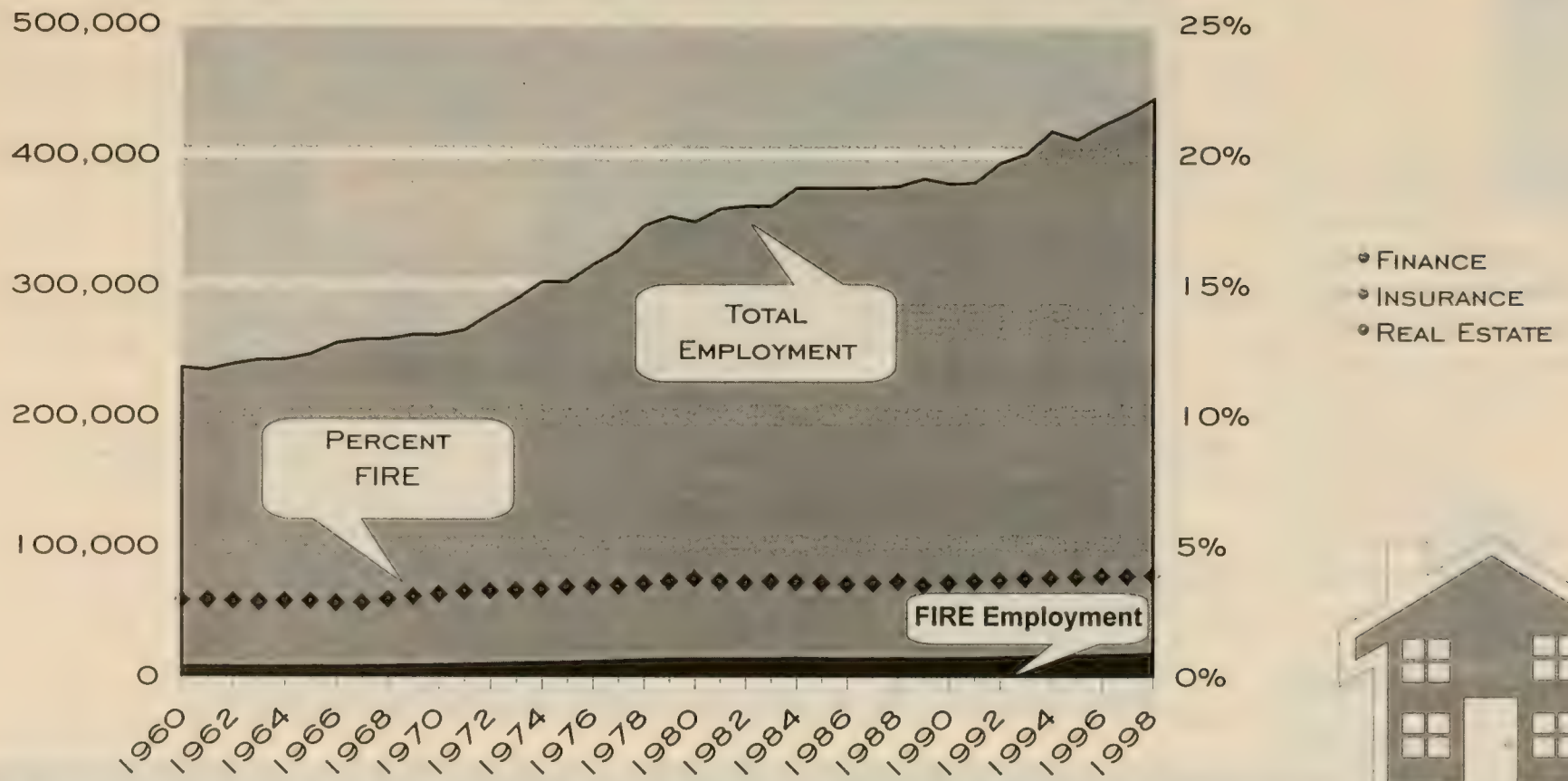


After slow growth in the 1980s, retail trade growth in the '90s is strong due to population increases.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Finance, Insurance & Real Estate Employment (FIRE)

1960 - 1998 Annual Averages

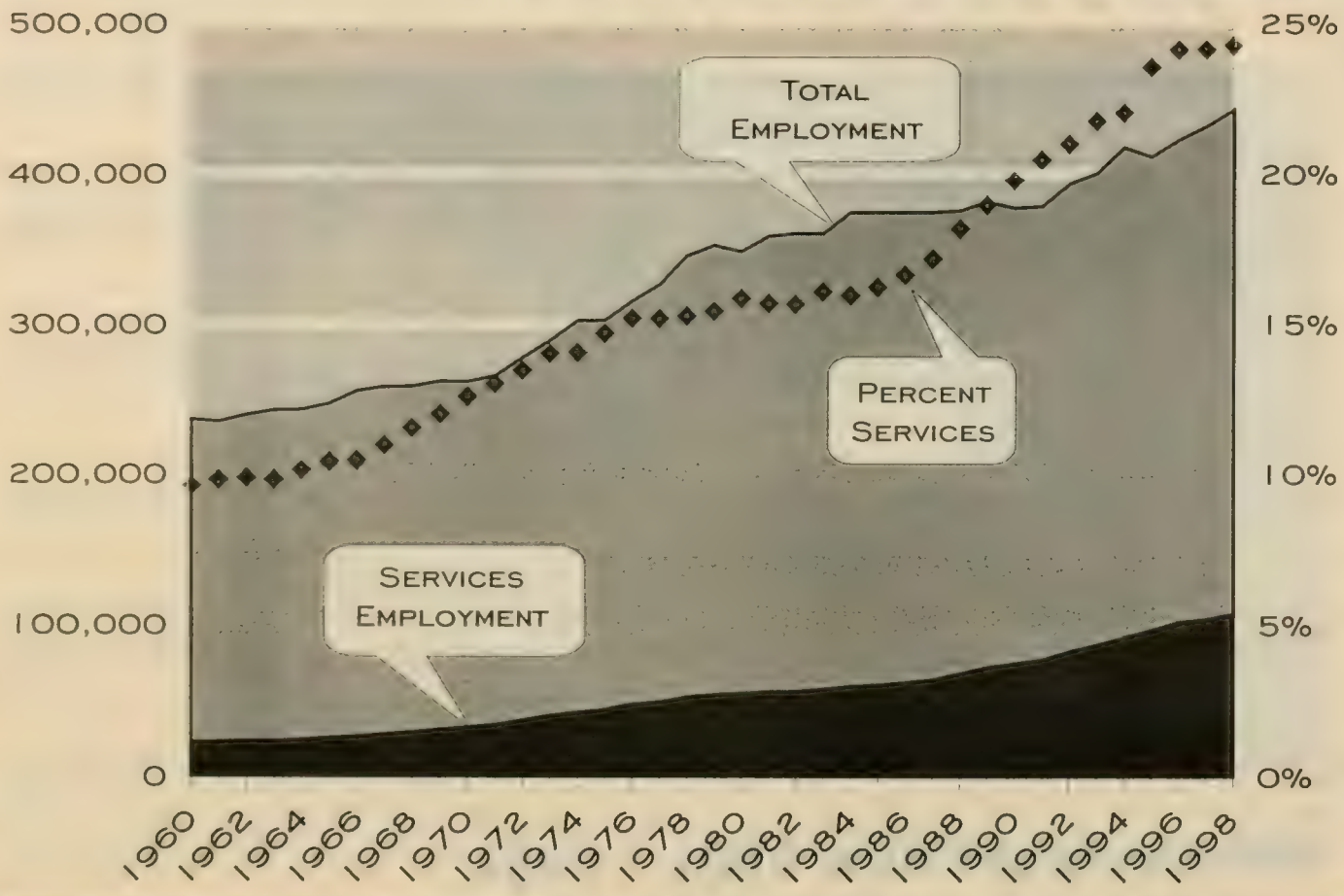


Credit agencies, security & commodity brokers, insurance carriers and holding & investment offices are high-wage industries.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Services Employment

1960 - 1998 Annual Averages



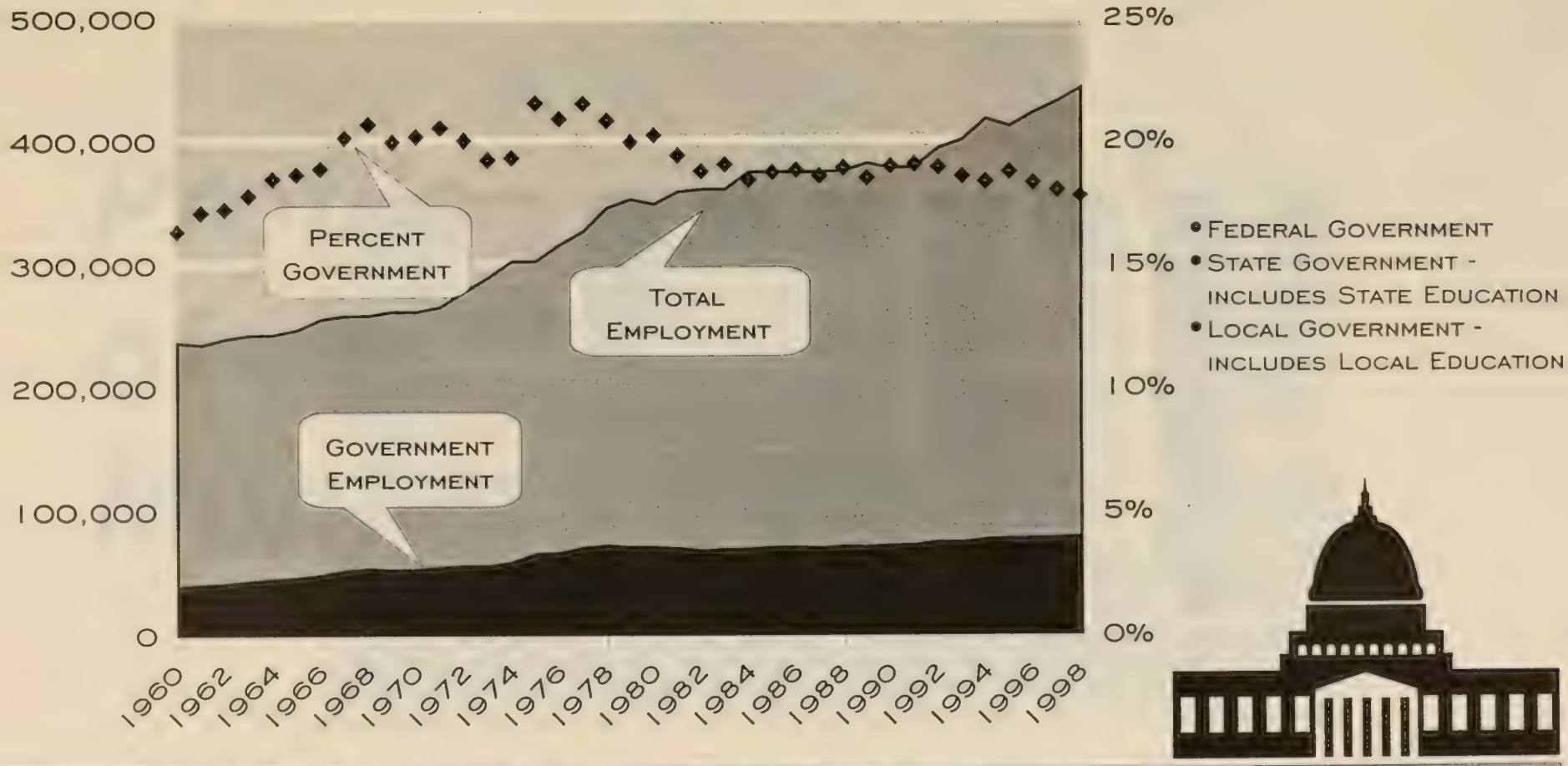
- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc. Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs.
- Engineering & Management

This group of service sectors has grown both absolutely and relatively to the total Montana economy.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Government Employment

1960 - 1998 Annual Averages

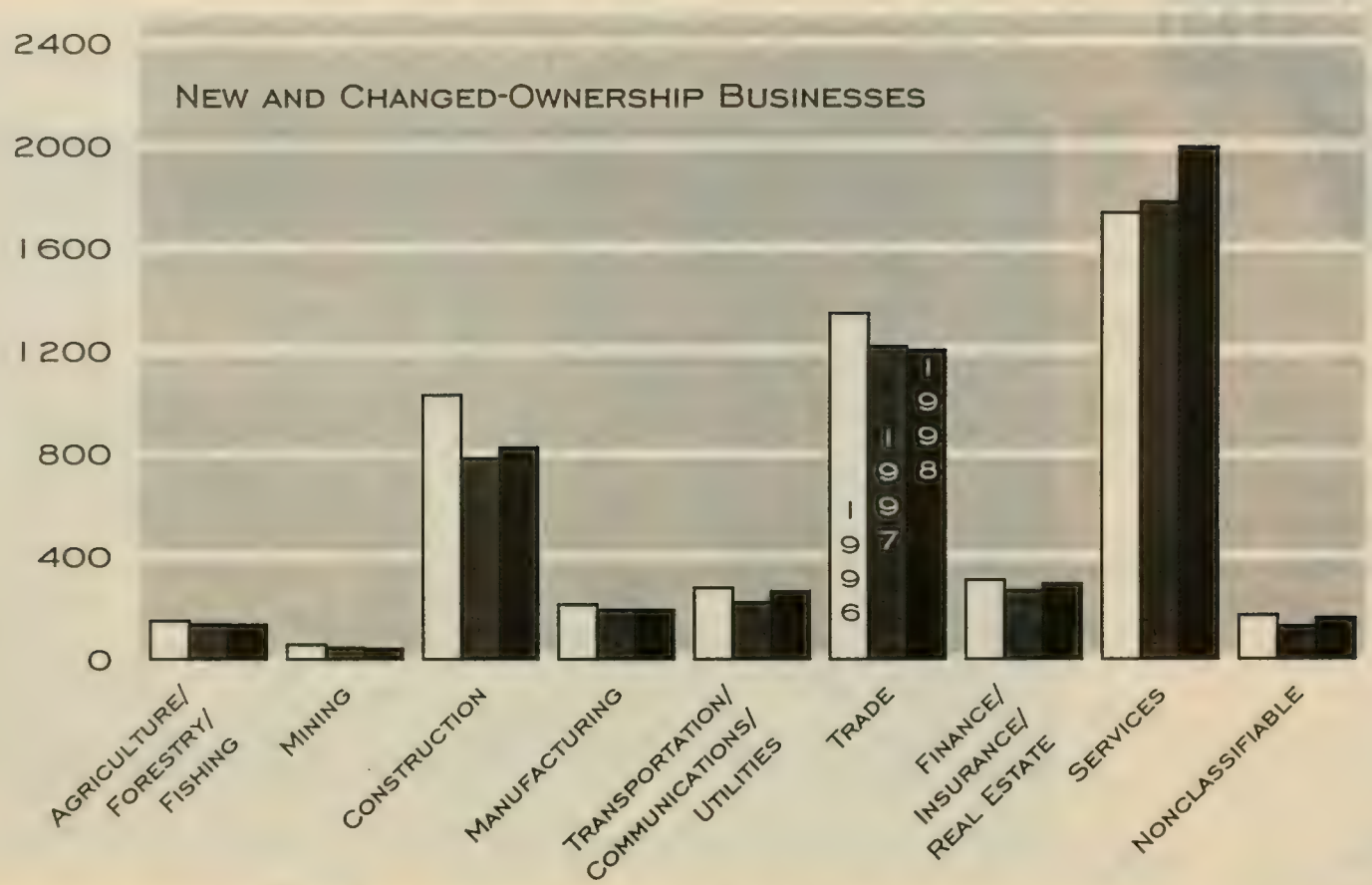


Government's share of total employment has generally declined since 1975.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

New Business* Establishments

Montana 1996 - 1998



Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

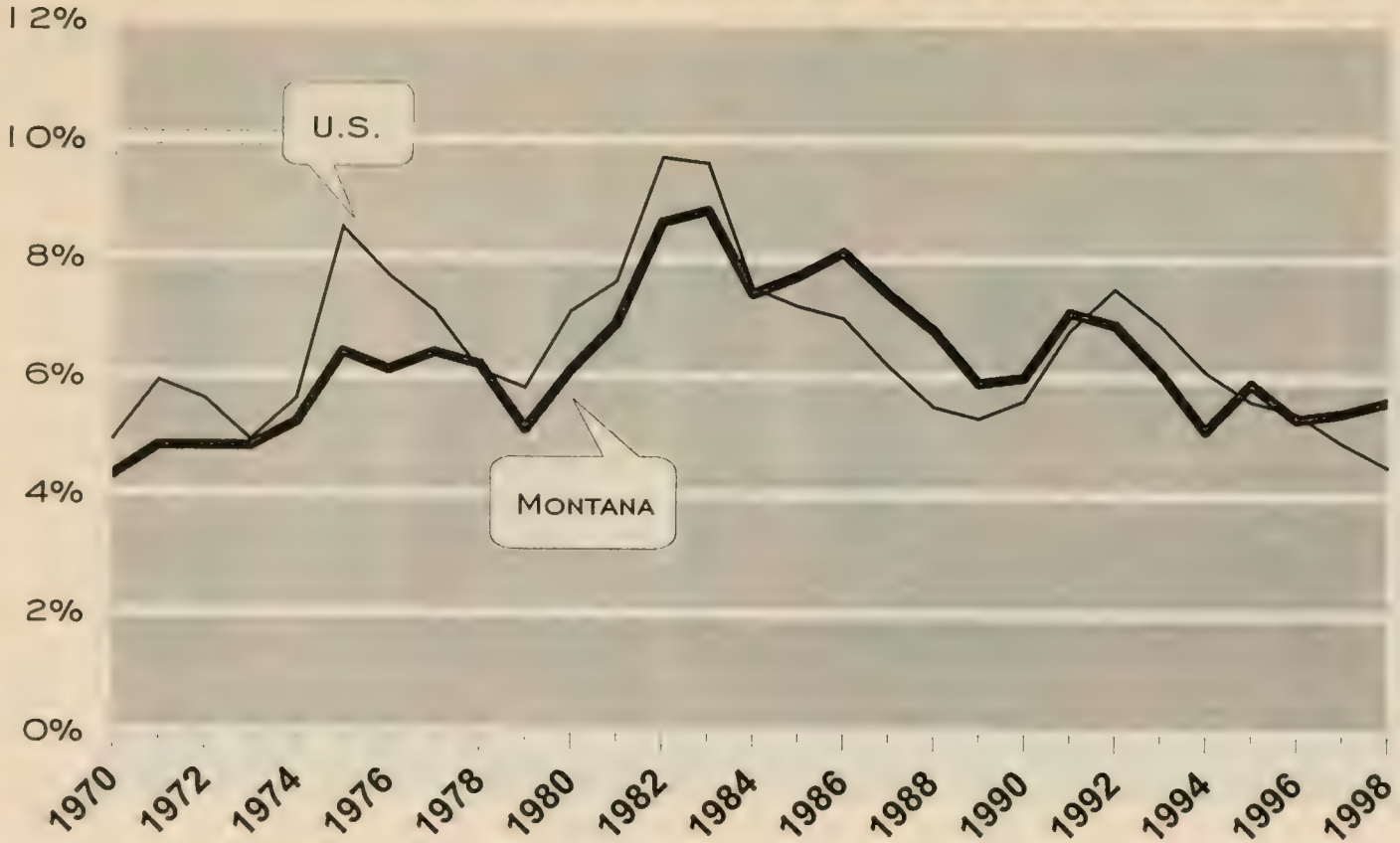
*** A count of new business firms registered with the Unemployment Insurance Program and businesses qualifying as a new business firm because of a change in ownership.**

Data from Montana Unemployment Insurance Program
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Profile of the Montana Worker

Challenges We Face . . .

Annual Average Unemployment Rate
Montana and U.S.



YEAR	MONTANA	U.S.
1970	4.3%	4.9%
1980	6.1%	7.1%
1990	6.0%	5.6%
1998	5.6%	4.5%

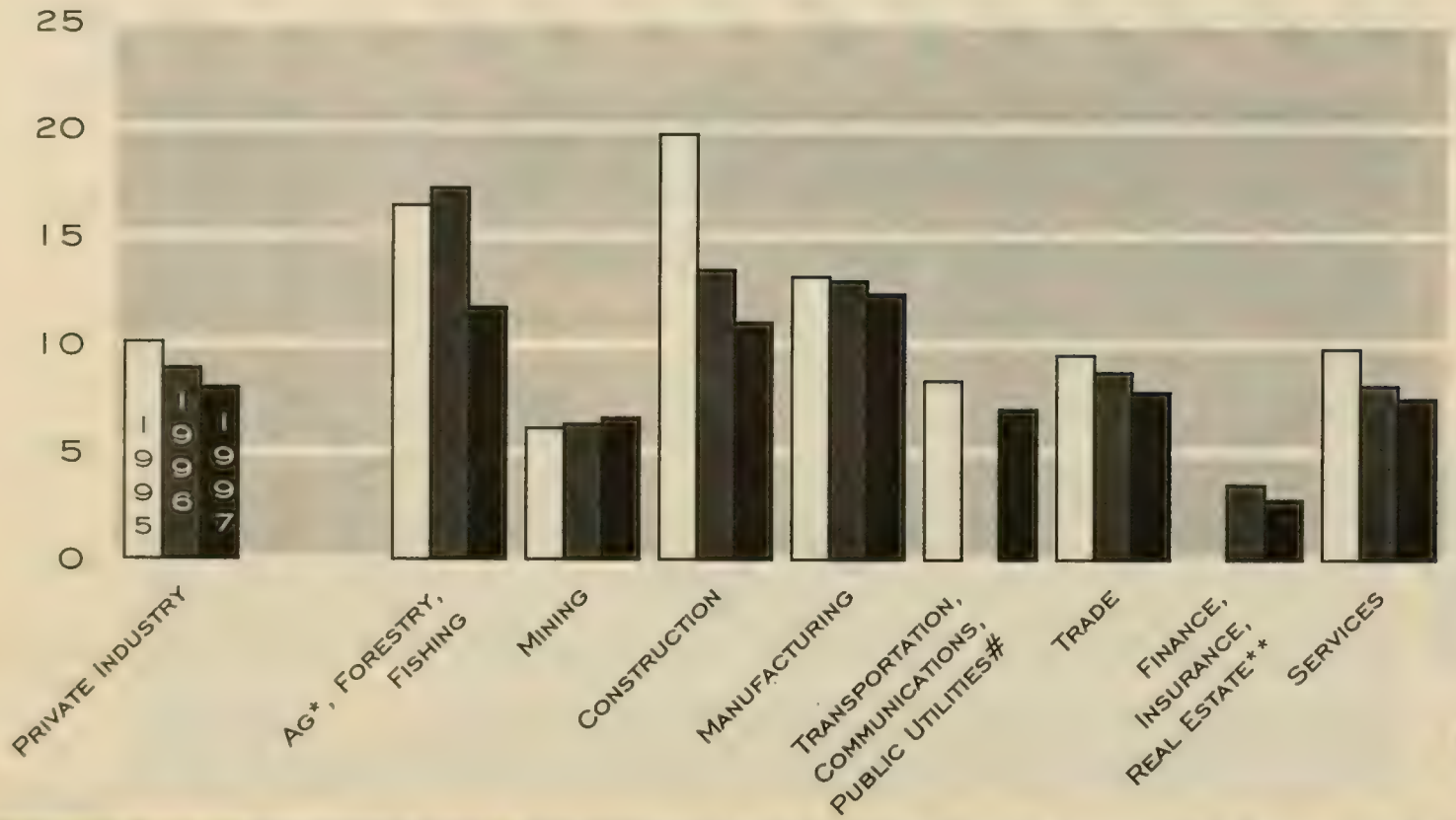
Over the last five years, Montana's unemployment rate has fluctuated around 5.5%, while the U.S. rate has fallen steadily.

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1995 - 1997 †

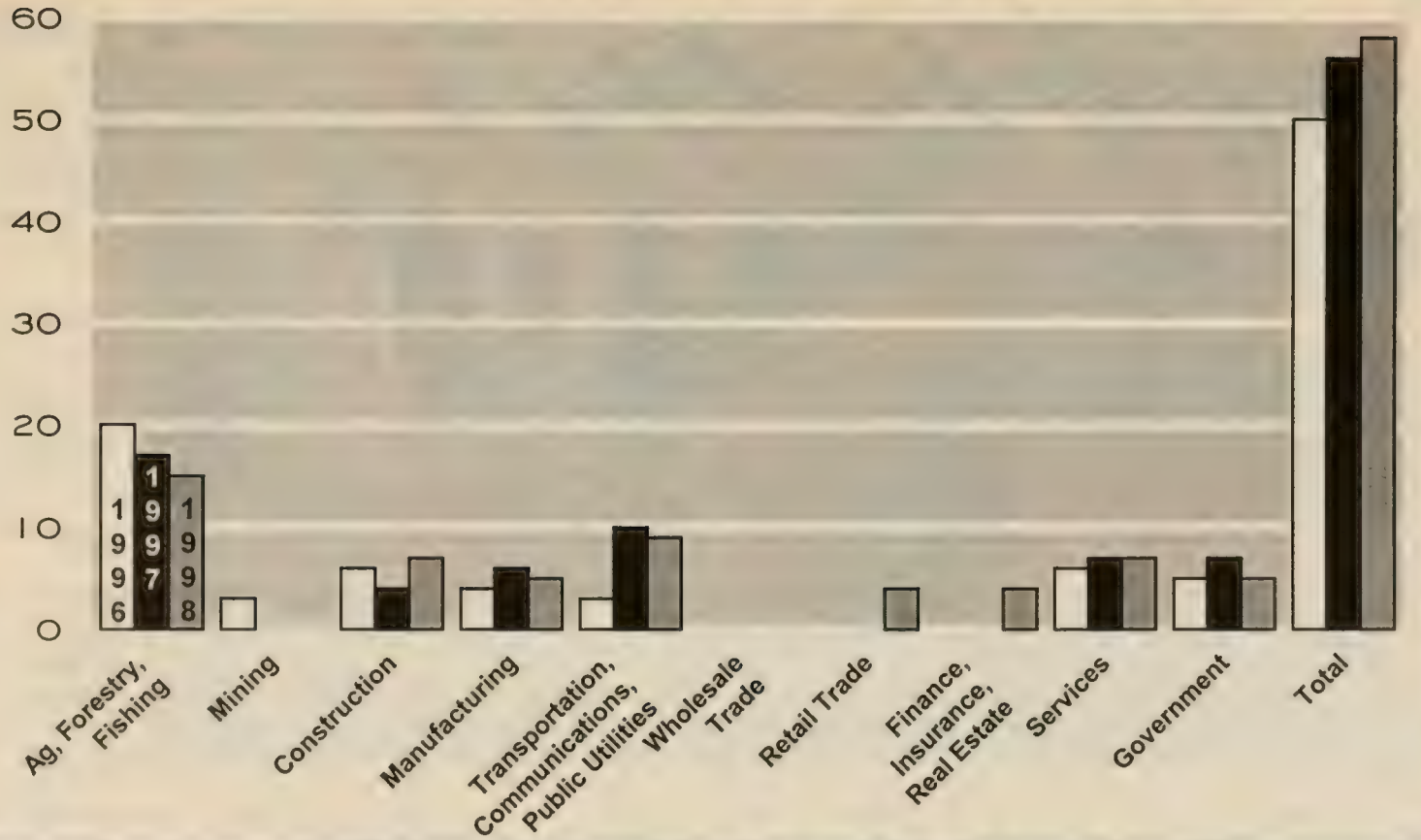


During 1997, an estimated 18,000 occupational injuries and illnesses occurred in Montana.

*Excludes farms with fewer than 11 employees.
**Fire, Insurance & Real Estate data for 1995 and #Transportation, Communications and Public Utilities data for 1996 are not available or do not meet publication criteria.
† Excludes fatal work-related injuries and illnesses.

Data from Occupational Safety & Health program
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Fatal Occupational Injuries
Montana 1996 - 1998

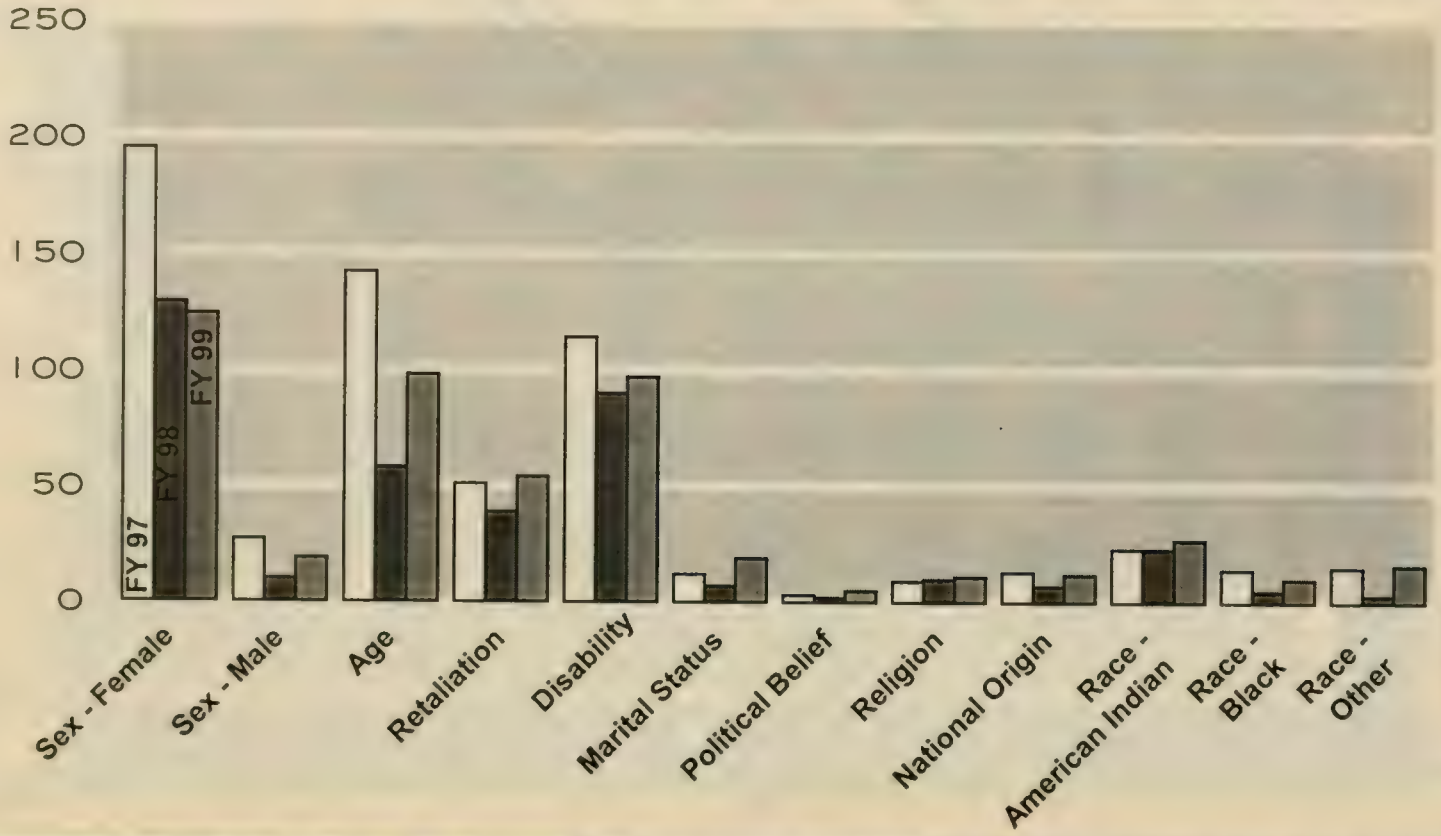


Montana's fatal occupational injuries increased from 56 in 1997 to 58 in 1998.

Mining data for 1997 and 1998; Wholesale Trade data for 1996, 1997 and 1998; Retail Trade and Finance, Insurance and Real Estate data for 1996 and 1997 are not available or do not meet publication criteria.

Data from Census of Fatal Occupational Injuries program
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Employment Discrimination Allegations
Filed with the Montana Human Rights Bureau
Fiscal Years 1997, 1998 and 1999*



The number of employment discrimination allegations decreased by 126 between FY1997 & FY1999.

***Fiscal Year = July through June**

Data from Montana Human Rights Bureau
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

DEFINITIONS and PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all fatal occupational injuries.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national population census every 10 years. In 1990, every person and housing unit in the United States were asked certain basic demographic and housing questions (for example, race, age, marital status, housing value or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures which would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides jobs and payroll data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A ***work site*** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. Because this information comes from a survey of employers, persons who work for two different companies would be counted twice. Thus, nonagricultural employment is actually a count of the number of jobs filled, rather than the number of persons employed. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for private nonfarm wage and salary workers. (***Nonfarm wage and salary workers*** are employees who are production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, construction and mining industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in hourly wage rates. The payroll data includes pay for overtime, shift premiums, holidays, vacations and sick leave. The payroll data excludes bonuses and fringe benefits. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component, to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES and ES-202 programs. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to nonfarm wage and salary workers. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is an annual mail survey (conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation, plus wage rates. The Office of Research & Analysis uses these data to develop occupational projections for nonfarm, wage and salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage and salary disbursements (payrolls), other labor income (basically, employer contributions for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted, in cooperation with the U.S. Department of Labor, to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

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